









## ANNUAL REPORT

OF THE

# STATE BOARD OF CONCILIATION AND ARBITRATION

FOR ELEVEN MONTHS ENDING WITH NOVEMBER, 1919



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**WILLARD HOWLAND, Chairman**

**CHARLES G. WOOD**

**J. WALTER MULLEN**

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**BERNARD F. SUPPLE, Secretary**

**Room 134, State House, Boston**



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## THIRTY-FOURTH ANNUAL REPORT.

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*To the Senate and House of Representatives in General Court Assembled.*

This Board, established on June 2, 1886, renders its final report as it merges in the new Department of Labor and Industries. The report is a concise statement of its doings in the first eleven months of the calendar year, in circumstances of business uncertainty and labor unrest while the nation has been passing from a stay of arms to a peace not yet concluded.

Industry may suffer from labor unrest when there is no defined controversy; and controversy often exists where there is no trouble. When strike or lockout is declared to enforce or resist a demand, the disturbance should be distinguished from the grievance which is quoted in excuse. A labor dispute in this Commonwealth requires no hostile accompaniment; the law provides ample means for a peaceful adjustment. A willful cessation of industrial activity provokes retaliation; it excites ill will, which disqualifies the parties for deliberation on the matters in dispute — worse than that, it supplies an instance that error will cite in assuming the labor problem to be merely the mischief of idle hands, a notion that too often afflicts the judgment of those who would regulate the purpose of the community. The disputes which make no breach in the friendly relations of employer and employed far outnumber the labor troubles; otherwise there would be but little, if any, industry. The

best informed of the labor problem are the disputants who remain in business or at work and quietly bring their controversies to a peaceful end. When either party quits and remains aloof, the mediation of a peacemaker is indicated.

On knowledge of any actual or threatened trouble, the first intention of a mediator is to seek the adversaries and induce them to avoid giving offence, and then to confer with one another in a peaceful way about any real or fancied grievances. The measures to which he resorts belong to the class of activities that has received the name of conciliation. While that is the only peaceful way of settling a labor trouble, it is a method that often suffices for composing the controversy that underlies it. When the controversy does not end with the trouble, a tentative agreement may be effected pending further negotiation. By such means anything lacking to a perfect adjustment may be reduced to a minimum and finally submitted as an issue for the judgment of arbitrators. A resort to arbitration requires some degree of conciliation, for the parties must concur in selecting a disinterested tribunal, in stating the points of controversy, and in promising to remain at peace pending the award and to abide by it. Clear thinking distinguishes the difference between conciliation and arbitration, — between a mediator's seeking the parties and inducing a mutual settlement, and the parties seeking a board to render a decision. The purpose and methods of industrial units vary with time and place, and the Board has qualified its proceedings to accord with the general tendencies or special attitudes. It has intervened beforehand, when possible, to prevent labor trouble by persuading the parties to adopt peace methods.

The conservation of industrial peace is rendered effective by a contract known as the trade agreement to compose future differences without breach of friendly relations. The document specifies the process of mutual adjustment, and provides that remaining points of controversy, if any, shall be submitted to arbitration. By reason of the Board's advice and efforts hundreds of such covenants flourish in Massachusetts. The parties are their own conciliators. Where such foresight is lacking State conciliation is at hand to remedy the defect. In the first seventeen years of its existence reclamation work performed in the field of conciliation was the principal service of this Board. In the year 1903 the arbitration clause of several trade agreements began to mature, and since then the chief work of the Board has been to hear and determine the cases that have been brought to it for decision. It is instructive to take a look at the past, to witness the changes and to trace their connections. Being the first State Board of its kind, and without a guiding precedent, its early efforts to arbitrate revealed that conciliation was then in most cases the better way, for the management and its workpeople were so far apart that it was comparatively easy to induce them to make satisfactory concessions. Conciliation yielded abundant results. Remedy suggested prevention, and the settlement of actual disputes led to the trade agreement; but it was destined that a time would come when negotiation would approach the limit of mutual concession, and arbitration again become the vogue.

In 1898 the Boot and Shoe Workers' Union proposed a peace treaty known as the "stamp contract," which thence-

forth gave to that organization a stability that nothing has impaired. It was readily accepted and produced a sense of security on either hand when the parties came together. Its reputation spread. The contract bears the distinguishing mark of a trade agreement as its fourth article, which is as follows: —

It is mutually agreed that the union will not cause or sanction any strike, and that the employer will not lock out his employees while this agreement is in force. All questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to the State Board of Conciliation and Arbitration, and its decision shall be final and binding upon the employer, the union and the employees. The employer agrees that where a change of system or method is made, he will notify the local union affected, and endeavor to mutually agree upon a price to be paid. Failing to agree, the matter shall be arbitrated, and the decision rendered shall date from the time of change in system and method. In the event of the employer or local union, or a duly authorized agent, giving written notice to the general president of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for the same shall be signed within seven days from his receipt of said notice. Failure of either party to comply with this clause shall constitute a direct violation of this contract.

Under this agreement the parties adjust most of their differences without assistance, and all of them without trouble. It assures them continuity of operation and tenure of employment. It spread throughout the shoe factories of the Old Colony district, and created among other crafts of that region a desire for peaceful methods. The Boot and Shoe Workers' agreement exists in other sections of the

State, and has been more or less literally copied in other industries. The shoemaking controversies of 1919, which were too difficult for mutual adjustment, are reported in the pages which follow; they are the culmination of a policy established by trade agreement. The human elements have learned how to live together. If at times they contend mightily, it is always as friends. Far from troubling the public, they avoid notoriety, and their occasional deadlocks are quietly dissolved by the Board's advice and recommendation. The deadlocks in this highly specialized industry are due to neither ill will nor obstinacy. The management and its workers with their distinct preoccupations cannot make such inquiry into product and wages and attain to such results as the Board does with the assistance of experts named by the parties. A case in point affects seven manufacturers and the cutters of shoe uppers in their Brockton factories. The parties' appeal to arbitration exhibits the value of the trade agreement as preventive of labor trouble. The matters in dispute involve: a fine discrimination of the kinds of leather named in the petition; an appraisal of the relative amount of labor to cut parts which vary in size and outline, and of the degree of responsibility in producing maximum quantities of any certain pattern with minimum waste from high cost leathers of different tannage; and after classifying the materials and expressing the ratio of skill and capacity in numbers of so-called points, the Board is requested to award wage rates per "point", per pattern and per class. In this regard the values deemed fair on either hand have been designated by the parties in fractional money extended to the fifth and the sixth decimal

places. The submission to this Board is a gratifying tribute of confidence; but owing to delays caused by the parties the determination of the controversy, which will be sufficiently difficult and delicate, devolves upon the new tribunal that assumes the office, to whom the expert assistants must report when they have completed the investigations assigned to them. A case that requires the consideration of the thousandth and the ten-thousandth parts of a cent is not without a suggestion of the nicety to which a labor controversy may be refined.

Movements within are not the only forces that affect the industrial world for better or worse. Doctrines of reconstruction and of social and international relations, so much discussed and so vaguely apprehended, have had a disturbing effect. There are clamorous demands that may or may not represent economic forces. Lands devastated by war demand increased production; but they have no money to send with the order and no goods to offer in exchange. In the cross-currents of unsettled opinion, assumptions formerly made and granted collide with new postulates. The adoption of any design for increasing output or shortening work time that leaves out conciliation must result in a jerry-built structure.

The amount of arbitration spontaneously brought to the State House is destined to exceed the capacity of a single board of State-wide jurisdiction. To go up and down seeking strikers and interpreters, arranging interviews with reluctant parties, securing collective responses, and conducting conferences is more than the members can do personally. The reconciliation of hostile parties involves too many extra-judicial tasks for a court of arbitration to add to its crowded

trial list. Moreover, it is doubtful that the same officials can alternate between conciliation and arbitration in a given case, or in different cases affecting the same parties, without impairing one or both of the functions. The intimate contacts of a diplomatic mediator do not consist with the detachment of an umpire; a show of sympathy detracts from a reputation for impartiality; the neutrality of a judicious mind does not invite confidences; the dexterity of a negotiator discredits him as arbiter. The duties of a conciliator may be better discharged under the direction of the Board by one skilled in organizing assistance. When he finds it necessary to resolve conciliative proceedings into an arbitration, his duty would be to present to the Board an issue so well defined as to speed open minds to an accurate disposal of the matters that escape agreement. Arbitration would thus retain its reputation as the chief occupation of the State tribunal which is specifically named in existing contracts.

The Board's services in the past eleven months were the object of 162 petitions, — 105 awards were made; in 10 cases the parties were induced to agree; certificates of normal business were issued to 17 employers; and 14 requests were dismissed. The remaining 16 cases are at different stages of the arbitration process; some just submitted are ready for hearing and some await the appearance of experts named by the parties to qualify when free for service, or to report investigations now pending. A summary of instances in which the Board offered its services as mediator and a list of normality certificates are also stated in the following pages.



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## REPORTS OF CASES.

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## REPORTS OF CASES.

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### **BAY STATE FISHING COMPANY — BOSTON; AND GORTON-PEW FISHERIES COMPANY — GLOUCESTER.**

On January 30 the following recommendation was issued:—

*In the matter of a controversy between the Bay State Fishing Company of Boston and the Gorton-Pew Fisheries Company of Gloucester, employers, and their crews, members of the Fishermen's Union of the Atlantic.*

Having heard the parties in conference and by public hearing, investigated the conditions of the employment, examined certain of the vessels engaged in the fishing industry and considered the requests made by members of the Fishermen's Union of the Atlantic on December 3, 1918, that the crews of the beam trawlers "Swell," "Wave," "Spray," "Foam," "Tide" and "Surge," owned and in actual operation by the Bay State Fishing Company of Boston, and the crews of the "Seal" and "Walrus," owned and operated by the Gorton-Pew Fisheries Company of Gloucester, should be increased in accordance with the carrying capacities of the vessels, the Board is of opinion that the labor required justifies an increase in the number of such crews.

The ships employed in the industry by the Bay State Fishing Company are of steel construction, designed particularly for the business in which they are engaged, with limited accommodations, in accordance with legal requirements, for crew and equipment, which renders it difficult to change in any way the original design so that proper accommodations for additions to the crew may be made. Because of these physical difficulties the Board recommends that 14 fishermen shall constitute the crew of the "Wave" and that 16 fishermen each shall constitute the crews of the "Spray," "Foam," "Tide" and "Surge" after March 31, 1919.

The public interest requires the immediate resumption of the industry, and, pending the time fixed to enable the company to make the necessary alterations, the Board recommends that the crew of the "Wave" shall be 12 men and the crews of the "Spray," "Foam," "Tide" and "Surge" shall be 14 men each.

As both parties are agreed that the "Swell" shall be manned by a crew of 12 men, no controversy exists.

The "Walrus" and "Seal," with a capacity up to 400,000 pounds, shall carry a crew of 18 men.

Should any difference of opinion or controversy arise in the future, the Board recommends that it shall be submitted to arbitration, without strike or lockout, in accordance with the statutes of the Commonwealth.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### **AMERICAN HIDE AND LEATHER COMPANY — BOSTON.**

Striking leather handlers were induced by the Board to return to work for the American Hide and Leather Company on January 30, which they did after signing an application for arbitration in which the employer joined. Instead of hearings the Board arranged conferences, which resulted in a mutual settlement, reduced to writing and filed with the Board on February 11.

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#### **TEXTILE LABOR TROUBLE — LAWRENCE.**

In the latter days of the great war 32,000 were engaged in textile work at Lawrence. About three-quarters of the product was destined for the use of the army and navy. Manufacturing was brisk until the stay of arms on November 11, 1918. The government soon began to curtail and then to discontinue its orders, and finally to cancel those that had already been booked. Raw material being still held by the government and maintained at war prices, civilians refrained as long as possible from buying fabrics. Production dwindled until, before the end of January, 1919, half the textile

machinery of Lawrence was idle. Some of the mills were running on short time.

The United Textile Workers of America had met in convention and resolved upon demanding a 48-hour week, to become effective on Monday, February 3. In Lawrence, where the week's work was being performed in 54 hours, the organization has two small unions which, together with an independent union, included somewhat fewer than 1,000 workers, practically all the skilled and organized textile operatives in the city and its vicinity. The 8-hour movement, as the demand was called, was successful in all the large textile centers of the State before it was felt in Lawrence. In plants controlled by the government in other sections of the country, and large enterprises in other industries, the week had been shortened, in some instances to 44 hours, without reduction in the weekly earnings. Community conditions in Lawrence presented for consideration certain difficulties: work was slack; the workers, for the most part unskilled, unorganized and unused to negotiation, were of many foreign tongues, had little or no cohesion and were easily exploited. The citizens were sensitive of the reputation given Lawrence by the trouble of 1912, and the authorities were determined to prevent a repetition.

A new agreement between large interests and large numbers cannot be had without the concerted action required to convert many minds to a common purpose. Skilled labor had made no demand for an increased rate per hour or per piece to compensate for the loss of wages due to a shorter working period. Unorganized labor made no complaint about long hours when long hours were required, and were

tolerating short hours without distress, but it was foreseen that when asked to assent to diminished earnings the unskilled workers would find occasion to object. When the statute reducing the hours of women and minors went into effect, and the 56-hour week was changed to one of 54 hours, the loss of two hours' wages had been the occasion of the trouble of 1912. For a greater reason it was apprehended that there would be difficulty in reducing the week still further. It was argued in some quarters that wage rates had within a year been increased so greatly as to permit a loss of six hours' earnings without hardship; but this was denied by reason of the increased cost of necessary commodities.

On the receipt of the 48-hour request the mill corporations expressed a desire to know whether the operatives desired to sacrifice a ninth part of 54 hours' earnings. So far as any response was expressed or understood, the reply was a demand for 48 hours with 54 hours' pay. The demand became an oft-repeated watchword. A fortnight was yet to elapse before the day named in the first request. The outlook was forbidding. The American Woolen Company announced its willingness to adopt the 48-hour week with pay for 48 hours, and, for the sake of peace, to pay for any excess by calculating it as "time and a half." The offer was refused.

The strike, so-called, occurred on Monday, February 3, when about 15,000 operatives remained away from the mills. The managers, finding some departments short-handed, assigned the willing ones to work, which was calculated to restore the balance that had been disturbed. In some mills it was not possible to make such assignments in due measure

and degree, and many of the workers were idle against their will. Such members of the United Textile Workers of America as were out were warned by a telegram from their general president that an act of theirs in the nature of a strike would not be supported by the organization. They had requested nothing more than the 48-hour week. Those who were not intimidated by threats and insults returned to work. On the arrival of persons of leisure, more or less distinguished for leadership in such difficulties, the movement, which had grown languid, took on a new phase of activity. The State Board of Conciliation and Arbitration, endeavoring from time to time to mediate, found that men and women were preoccupied with matters that excluded peaceful suasion.

Finally on April 28 the following report was made to His Excellency, Calvin Coolidge, Governor of Massachusetts:—

In compliance with your request to investigate the controversy in the textile industry at Lawrence, the State Board held sessions of a public investigation in the City Hall of that city on April 14 and 15, and at the State House on April 18, and has since pursued its inquiry. The counsel for the strikers and for the employers were heard; representatives of the several mills affected were interrogated.

At the conclusion of the formal presentation of testimony offered by employers and employees, opportunity was afforded any person who desired to be heard. Counsel representing a citizens' committee appointed by the mayor presented witnesses and exhibits relative to the conduct of those on strike and those in sympathy with them. Several citizens volunteered testimony and opinions, all of which were received and made a part of the records.

It was disclosed by testimony at the hearing that, pursuant to a resolution adopted by the United States Textile Workers, a request had been made to the employers prior to February 1 that a 48-hour week should be established in the mills of Lawrence. To this request the

several corporations operating mills in Lawrence had acceded and given notice of the establishment of the 48-hour week, in some instances supplementing the concession with printed and verbal notices that the shorter work week would reduce the earnings of the employees. A substantial number of the employees, on February 3, acting apart from the established textile councils, declined to be bound by the original request, and entered upon a strike to enforce a demand for "54 hours' pay for 48 hours' work."

The 48-hour week and overtime work calculated at time and one-half, requested of and conceded by the employers in most textile centers elsewhere in the State, were established and accepted by a large majority of the employees and those who remained at work in Lawrence or have since returned to work in accordance with the plan advocated by those in charge of the initial request.

Counsel for the striking employees rested the case for them on the statement that they demanded 54 hours' pay for 48 hours' work per week, and that they were willing to submit the question in dispute to arbitration in accordance with terms outlined by Mr. Henry B. Endicott. The employers refused to join in such an arbitration, giving as a reason, in addition to those contained in a letter to you on April 10, that no responsible organization of employees existed that could be bound to comply with the terms of an award, and for the further reason that the employees then at work would not be parties to such an arbitration as would affect them because of its general application. It did not appear that the employers were opposed to the principle of arbitration as provided by statute as a method for determining a controversy not otherwise adjusted.

Evidence tended to show that while a majority of the strikers were not in sympathy with lawless acts of violence, a considerable number was given to rioting and acts of intimidation, assaults and defiance of lawful authority, as appeared by the police records introduced in evidence. This condition, which still persists, was in large measure the result of speeches by some agitators from other cities, and the distribution of literature in support of policies subversive of the rights of individuals and of private property and revolutionary in their tendency.

cies, creating terrorism, preventing the resumption of work, disturbing the ordinary business relations of the community and destructive to orderly government.

The question in dispute is the wages involved in six hours of labor not performed. The Board has not attempted to ascertain complete evidence or information upon which to base a conclusion relative to a change in wage. No investigation into the merits of this wage dispute can go forward with precision and fairness while the strike continues, nor can there be co-operation between the employers and all their employees when part of the latter are working and part are on strike. Work should be resumed in order that the employees may show the extent of their production, the skill required of them and the conditions under which their labor is performed.

The Board recommends that the striking employees return to work without prejudice, and the employers receive them back without discrimination, except those who have been guilty of violence or whose cases are pending in the courts. As the process of resuming interrupted manufacture requires time, it may not be possible to give employment to all employees at once, but this condition should be made known to the employees by conference, and an understanding reached relative to the order in which the employees resume their former positions. After returning to work, and normal working conditions are restored, the employees in each mill should choose a shop committee to represent them in conference with the employer. This committee should confer with the employer and secure his co-operation in an amicable endeavor to adjust any differences. If no agreement is reached fifteen days after the first conference, both parties should jointly agree to submit the dispute to the arbitration of a board selected by them or to the State Board pursuant to the statute. If no agreement to arbitrate is entered into and the controversy still persists, either party or both parties should petition the State Board for an investigation for the purpose of ascertaining and recommending what is a fair wage for the work as there performed.

The State Board finds that no adequate method exists by which employers and employees can meet in conference for the purpose of

discussing and adjusting matters in dispute of general interest to the industry. The creation of a general conference committee, composed of employers and employees chosen by the employees in the several mills, with authority to agree upon the establishment of general changes, would be helpful to the parties in dealing with controversies that may arise in the future. The employers and employees are jointly bound by all rules of fairness to forthwith create and maintain a plan for the settlement of grievances, to the end that the public of Lawrence and the industrial welfare of the State may be reasonably insured against a recurrence of strikes.

Respectfully submitted,

WILLARD HOWLAND.

CHARLES G. WOOD.

J. WALTER MULLEN.

Industrial conditions did not justify the disturbance made by a minority, directed by an inner minority and their sympathisers. The people of Massachusetts, especially the citizens of Lawrence, perceived that the trouble was essentially different from a strike in the accepted sense, and that a breach of public peace is not a labor controversy. When 25,000 had been at work for several weeks, and business had improved sufficiently to warrant an increase in wages, a settlement was reached on May 21, the one hundred and seventh day of the Lawrence labor trouble.

A permanent trade agreement for the prevention of future difficulties is clearly indicated by the facts of this case as necessary to the welfare of Lawrence. An agreement safeguarding the rights of all parties might even be made a prerequisite of employment. Thus far the Board is not aware that any measures have been taken to carry into effect the recommendation of the last paragraph of the foregoing special report of April 28.

**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

The Goodyear stitchers employed on army shoes in the factory of L. Q. White Shoe Company at Bridgewater joined with their employer in an application received on February 6. They abandoned the controversy and the Board took no action.

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**ROCKPORT GRANITE COMPANY — ROCKPORT.**

On February 7 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Rockport Granite Company and granite cutters. (9)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the Rockport Granite Company at Rockport shall pay to granite cutters in its employ \$5.52 per day of 8 hours, from January 1, 1919, "to and including March 31, 1919," with no change in the rate of pay from October 25, 1918, to January 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**WALSH STEAM BOILER WORKS — HOLYOKE.**

Two hundred employees went out on strike from the Walsh Steam Boiler Works at Holyoke on Monday, February 10, alleging as the reason therefor that the president of their new organization had been unjustly discharged from the works. The organization is a local branch of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers. The company stated that the man in question was an expert riveter and had been discharged because of his purposely bad riveting on work contracted for by the

United States government; that some of the strikers would never again be received as its employees while if the others returned at all it would be as individuals.

A week later the employment of strangers in the vacant places led to a strike of firemen and engineers, and indications of contemplated strike were seen among the men of other crafts there employed. The Board's timely intervention prevented a strike of workmen employed in the electric plant that furnished the employer with power, a strike which would have been injurious to other industries of Holyoke.

The Board gave three hearings at Holyoke and made many visits to one party and the other, and after its custom advised the parties to return to their former relations and treat with one another in such a friendly way as to lead to a good understanding. The employees delayed a fortnight before accepting the advice. The employer did not relax until the sixth week of the strike, when the following terms were mailed to each of the strikers:—

In the matter of the controversy now pending between Walsh's Holyoke Steam Boiler Workers and its former employees, the firm wishes to state that it will interview and receive the former employees who may apply for work at the office.

It must be distinctly understood that the positions of the men now working for the firm must not be endangered and that the firm must be given a reasonable time in which to find places for such of its former employees as may secure employment.

On the last day of March an agreement was reached which ended the strike and the controversy as well. Much help was derived from the efforts of the Federal Shipping Board. On April 2 the strikers began to return to work.

**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On February 11 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and stitchers. (3)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 15 cents per 24 pair shall be paid by L. Q. White Shoe Company at Bridgewater for stitching blind rows on vamps with two-needle machine, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the beginning of the operation.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and last-pullers. (4)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 9 cents per 24 pair shall be paid by L. Q. White Shoe Company at Bridgewater for the work of pulling lasts as there performed on army shoes (specification No. 1324).

By agreement of the parties this decision shall take effect from November 8, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**E. E. TAYLOR COMPANY — BROCKTON.**

A joint application was received on February 19 from E. E. Taylor Company relative to price for heel-pod work in the manufacture of women's shoes; but the parties having agreed before the Board was satisfied with the form of submission, the application was placed on file.

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**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On February 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters.* (368)

This application submits a request of employees of L. Q. White Shoe Company in Bridgewater for back pay from October 1, 1918, to November 18, 1918, at the rate of 10 cents per 24 pair for side-lasting army shoes (specification No. 1324).

Having considered said application and heard the parties by their duly authorized representatives, the Board decides that said request shall not be granted.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LYNN SHOE MANUFACTURERS.**

On February 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and stockfitters.* (5)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association at Lynn for the work as there performed; per 60 pair of women's or misses' shoes, or 72 pair of children's or infants' shoes: —

Channeling and stamping outsoles, . . . . .	\$ 0 22
Laying welting, pointed toed, heel to heel, . . . . .	40
Thinning shanks, outsoles, . . . . .	No change.
Dinking or rounding block or two-piece insoles, . . . . .	No change.
Rounding and dinking single soles, . . . . .	No change.
Rounding and dinking taps or double soles, . . . . .	No change.

By agreement of the parties this decision shall take effect from December 26, 1918.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### HUCKINS & TEMPLE COMPANY — MILFORD.

On February 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and employees. (8)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for work as there performed: —

	Per Week of 50 Hours
Whole-shoe cutter, by hand or machine, . . . . .	\$32 50
Stock man, . . . . .	32 50
Vamp-sorter, . . . . .	32 50
Top-sorter, . . . . .	26 00
Cloth-lining cutter, . . . . .	28 00
Top-cutter, . . . . .	26 00
Leather-lining cutter, . . . . .	20 40
Crimper, . . . . .	21 00

	Per 12 Pair.
Bottom-scourer: —	
Shank and top-lift, . . . . .	\$0 1161
Shank only; . . . . .	0961
Top-lift only (by agreement), . . . . .	04356
Samples, price and one-half.	

By agreement of the parties this decision shall take effect from January 22, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**BOSTON WILLOW AND WILLOWCRAFT SHOPS —  
CAMBRIDGE.**

On March 6 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Boston Willow and Willowcraft Shops, manufacturers of willow furniture of Cambridge, and willow workers.* (14)

Having considered said application and heard the parties by their duly authorized representatives, and considered the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices shall be paid by the Boston Willow and Willowcraft Shops at Cambridge for the work as there performed: —

Chairs: —

No. 1238, foot, . . . . .	\$1 40
No. 1238, back, . . . . .	1 50
No. 19, reclining, back, . . . . .	3 90
No. 47, reclining, back, . . . . .	3 00
No. 47, reclining, foot, . . . . .	1 60

No. 411, Sofas: —

48 x 22, foot, . . . . .	1 35
48 x 22, back, . . . . .	3 75
60 x 22, seat, . . . . .	90
60 x 22, back, . . . . .	4 20
66 x 22, back, . . . . .	4 35
72 x 22, back, . . . . .	4 50

By agreement of the parties this decision shall take effect as of January 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LEONARD & BARROWS — MIDDLEBOROUGH.**

On March 26 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturers of Middleborough, and lasters. (15)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Leonard & Barrows at Middleborough for pulling-over, lasting and side-lasting marine shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**E. E. TAYLOR COMPANY — BROCKTON.**

On March 27 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (12)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton for vamping women's shoes through the linings, as the work is there performed: —

One-needle machine: —	Per 24 Pair.
Bal or button, . . . . .	\$0 9583
Circular vamps, . . . . .	6679
Blucher or Blucher Oxford, two-space rows: —	
With bar, . . . . .	7840
Without bar, . . . . .	6969

Two-needle machine: —	Per 24 Pair.
Bal or button, . . . . .	\$0 7550
Circular vamps, . . . . .	4646

By agreement of the parties this decision shall take effect from the date of the introduction of piece prices.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On April 10 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and bottom-scourers.*  
(20)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the L. Q. White Shoe Company at Bridgewater shall pay to bottom-scourers \$0.0034 per 24 pair from September 30, 1918, as back pay.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**W. L. DOUGLAS SHOE COMPANY — BROCKTON.**

On April 18 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and vamps in Factory No. 5.* (19)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company in Factory No. 5 at Brockton for the work as there performed on No. 1 and No. 2 grades, plus 45.2 per cent: —

VAMPING.	Per 24 Pair.
Pattern A-63, A-64; through linings, one-needle, two space rows,	\$0 82
Pattern A-65; linings held back, two rows: —	
One-needle, . . . . .	94
Two-needle, . . . . .	76
Pattern D-20; linings held back, two rows: —	
One-needle, . . . . .	88
Two-needle, . . . . .	72
Pattern D-19; through linings, two rows: —	
One-needle, . . . . .	62
Two-needle, . . . . .	45
Pattern D-17; through linings, two rows: —	
One-needle, . . . . .	62
Two-needle, . . . . .	45
Pattern D-18; through linings: —	
Two rows, one-needle, . . . . .	68
One row, one-needle, . . . . .	46
Pattern A-62; through linings: —	
Two rows, one-needle, . . . . .	88
One row, one-needle, . . . . .	72
Pattern A-66; through linings: —	
Two rows, one-needle, . . . . .	68
One row, one-needle, . . . . .	52

By agreement of the parties this decision shall take effect from the date of the introduction of piece prices.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### H. & J. SHOE COMPANY — BOSTON.

On April 29 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between H. & J. Shoe Company of Boston and Employees. (18)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the follow-

ing prices be paid by H. & J. Shoe Company to employees in Boston for work as there performed: —

Outside cutting: —	Per Pair.
Whole-quarter Polish, vamps and quarters, . . . . .	\$0 0525
Three-quarter seamless Polish, vamps and quarters, . . . . .	0525
Vamps and foxings, . . . . .	0350
Foxings, by agreement: —	
Two pieces, . . . . .	005
Four pieces to a pair, . . . . .	01
Circular vamps, . . . . .	03
Polish tops, . . . . .	0275
Boots: —	
Eight-inch extra, . . . . .	0075
Greater than 8 inches, extra, . . . . .	0125
Pumps, . . . . .	0375
Colonials, . . . . .	045
Colonial tongues, by agreement, . . . . .	01
Whole-quarter lace Oxford: —	
Leather, . . . . .	045
Cloth, . . . . .	035
Tongues by agreement: —	
Oxford, . . . . .	005
Eight or 9 inches, . . . . .	01
Less than 8 or 9 inches, . . . . .	0075
Back stays: —	
Four-inch, . . . . .	0075
Less than 4 inches, . . . . .	005
Kid stock or ooze, . . . . .	0125
Colored stock, by agreement, . . . . .	005
Matchmarking, by agreement, . . . . .	0075
Straight tips, . . . . .	005
Cutting runners, extra, by agreement, . . . . .	01
Cutting notches, extra, by agreement, . . . . .	0025
Cutting slots, extra, . . . . .	0075
Hour work, \$0.75.	
Hour work, broken stock, \$0.75.	
Lining cutting: —	Per 36 Pair.
Polish quarters, holes punched, . . . . .	\$0 21
Toe lining, split, . . . . .	12
Toe lining, whole, holes punched, . . . . .	11
Vamp lining, three-quarter, . . . . .	08
Vamp lining, circular, . . . . .	08
Trimming cutting: —	
102 side stays and top stays, . . . . .	55
101, 106, 5503, 124 side stays and top stays, . . . . .	51
110, 112, 122 side stays and top stays, . . . . .	61
Oxford-quarter lining, . . . . .	50

Stockfitting room: —	Per 36 Pair.
Welt: —	
Insoles: —	
Rounding, . . . . .	\$0 07
Stamping, . . . . .	03
Channeling, Economy, by agreement, . . . . .	22
Channeling, Gem, . . . . .	18
Stitching, Economy, . . . . .	11
Turning, Gem, . . . . .	09
Forming-in, . . . . .	13
Reinforcing: —	
Economy, . . . . .	12
Gem, . . . . .	13
Rolling Gem insoles, by agreement, . . . . .	0650
Clipping toes, Gem insoles, . . . . .	03
Sizing-out and tying up, . . . . .	035
Skiving outsoles, . . . . .	03
Shanking-out outsoles, . . . . .	08
Stamping outsoles, . . . . .	03
McKay: —	
Wetting up, . . . . .	0125
Skiving, . . . . .	04
Shanking-out, . . . . .	06
Stamping, . . . . .	02
Rolling, . . . . .	0275
Rounding: —	
Outsoles, . . . . .	10
Insoles, . . . . .	09
Fleshing, . . . . .	065
Channeling, . . . . .	11
Turning, . . . . .	065
Sticking taps, . . . . .	08
Trimming taps, . . . . .	07
Blacking edges, . . . . .	04
Molding, . . . . .	04
Stitching room: —	
Stamping, . . . . .	045
Marking, by agreement, . . . . .	06
Skiving: —	
Polish quarter, . . . . .	155
112 and 122 quarter, . . . . .	19
Oxford quarter, . . . . .	125
Button quarter, . . . . .	115
Three-quarter vamp, . . . . .	10
Circular vamp, . . . . .	06
Circular vamp 112 and 122, . . . . .	105
Back stay, . . . . .	10

Stitching room — *Con.*

Per 36 Pair.

## Pressing, by agreement: —

Polish quarter, . . . . .	\$ 0 50
112 and 122 quarter, . . . . .	59
Oxford quarter, gun metal, . . . . .	34
Button quarter, . . . . .	23
Three-quarter vamp, . . . . .	24
Circular vamp by machine, . . . . .	16
Circular vamp 112, . . . . .	24
Back stay, . . . . .	20
Heels on three-quarter vamp, . . . . .	08

## Pressing: —

Oxford quarter, . . . . .	35
Circular vamp by hand, . . . . .	30
Circular vamp 122, . . . . .	35

## Nicking vamp, by agreement, . . . . .

025

## Closing, by agreement: —

Boot lining, . . . . .	095
Boot lining, high-cut, . . . . .	11
Oxford lining, . . . . .	06

## Staying Oxford lining, by agreement, . . . . .

08

## Top stay, . . . . .

11

## Top stay, high-cut, . . . . .

12

## Side stay, . . . . .

23

## Side stay, high-cut, . . . . .

27

## Oxford toe lining, by agreement, . . . . .

20

## Closing: —

Quarter, three-quarter-foxed Polish, . . . . .	10
Quarter, whole-quarter Polish, . . . . .	11
Quarter, Oxford, . . . . .	075

## Three-quarter vamp: —

Sides, . . . . .	075
Heels, . . . . .	09

## Staying: —

Quarter, three-quarter-foxed Polish, . . . . .	10
Quarter, whole-quarter, Polish, . . . . .	12
Quarter, Oxford, . . . . .	09

## Three-quarter vamp: —

Sides, . . . . .	09
Heels, . . . . .	12

## Cementing eyelet-stay, by agreement: —

Boots, . . . . .	13
Oxford, . . . . .	10

## Vamp lining, . . . . .

075

## Reinforcing: —

Wing and center perforations, . . . . .	08
Top stay, by agreement, . . . . .	12

## Barring back seam, Oxford, by agreement, . . . . .

12

## Marking by agreement: —

Imitation straight tip, . . . . .	06
Imitation side-stay boot, . . . . .	25
Imitation side-stay Oxford, . . . . .	12

	Per 36 Pair.
<b>Stitching room — <i>Con.</i></b>	
Binding Oxford tongues, by agreement, . . . . .	\$0 08
<b>Perforating, by agreement: —</b>	
Imitation straight tip, . . . . .	065
Center tip, . . . . .	065
Three-quarter vamp, . . . . .	18
<b>Perforating eyelet-row, by agreement: —</b>	
Boots, . . . . .	16
High-cut, . . . . .	20
Quarters, all around, boots, . . . . .	32
<b>Perforating: —</b>	
Wing tip, . . . . .	10
Circular vamp, . . . . .	18
Eyelet-row, Oxford, . . . . .	135
Quarters, all around, Oxford, . . . . .	27
<b>Stitching: —</b>	
Imitation straight tip, by agreement, . . . . .	12
Imitation wing tip, . . . . .	45
<b>Eyelet-row: —</b>	
Boots, by agreement, . . . . .	30
Oxford, . . . . .	18
<b>Quarters, all around: —</b>	
Boots, by agreement, . . . . .	50
Oxford, . . . . .	33
<b>Tongues, by agreement, . . . . .</b>	18
<b>Top-stitching: —</b>	
Polish, . . . . .	57
Gibson-top Polish, . . . . .	65
Oxford, . . . . .	40
Pumps, . . . . .	50
<b>Eyeleting: —</b>	
Boots, Tango, . . . . .	14
Oxford, Tango, by agreement, . . . . .	14
Boots, blind, . . . . .	25
Oxford, blind, by agreement, . . . . .	20
<b>Stitching back stay, . . . . .</b>	34
<b>Vamping: —</b>	
Three-quarter-foxed boot, . . . . .	1 05
Three-quarter-foxed boot, colors, . . . . .	1 10
Circular vamp, . . . . .	78
Circular vamp, colors, . . . . .	83
Circular vamp 112 and 122, by agreement, . . . . .	90
Circular vamp 112 and 122, colors, by agreement, . . . . .	95
Pump centerpiece, extra, . . . . .	05
Work to come sorted to vamplers, by agreement.	
Closing toe, by agreement, . . . . .	14
Barring, . . . . .	06
Lacing, . . . . .	04
Packing, by agreement, . . . . .	06
Samples, 1½ price.	

Making room; welt —	Per 36 Pair.
Upper-trimming by machine, . . . . .	\$0 12
Pulling tacks by hand, . . . . .	21
Pulling insole tacks by machine, by agreement, . . . . .	08
Turning channel, by agreement, . . . . .	09
Lasting room: —	
Welt: —	
Picking lasts, . . . . .	12
Tacking insoles, . . . . .	13
Assembling, . . . . .	40
Pulling-over, . . . . .	44
Side-lasting, . . . . .	475
Side-lasting by hand, . . . . .	90
Toe-lasting, . . . . .	875
McKay: —	
Picking lasts, by agreement, . . . . .	11
Tacking insoles, by agreement, . . . . .	0675
Assembling, . . . . .	24
Pulling-over, . . . . .	43
Side-lasting, . . . . .	43
Toe lasting, . . . . .	99
Pulling tacks, . . . . .	055
Tacking shank and filler, . . . . .	135
Sole-laying, . . . . .	40
Pulling lasts, . . . . .	10
McKay-sewing, . . . . .	35
Putting in sock linings, . . . . .	16
Cementing channels, . . . . .	06
Beating-out, . . . . .	33
If innersoles are slipped: —	
Assembling, . . . . .	31
Pulling, . . . . .	45
Side-lasting, . . . . .	475
Treeing room: —	
Putting in heel-pads, . . . . .	075
Cleaning, . . . . .	095
Treeing, . . . . .	1 00
Treeing black and white combination, . . . . .	1 25
Treeing and oiling, . . . . .	1 53
Treeing: —	
Patent, . . . . .	1 25
Russia calf, . . . . .	1 27
Ooze tops, . . . . .	1 40
Black satin, . . . . .	90
Lacing, . . . . .	10
Brushing, by agreement, . . . . .	06
Scraping heel plates, by agreement, . . . . .	0675
Finishing room: —	
Blacking heels, . . . . .	06
Blacking heels, per week, \$12.	
Full-bottom bleaching, . . . . .	06

Finishing room — <i>Con.</i>	Per 36 Pair.
Blacking: —	
Bottoms, . . . . .	\$0 10
Breasts, . . . . .	08
Top-pieces, . . . . .	06
Shanks, . . . . .	08
Buffing, . . . . .	21
Naumkeaging, . . . . .	18
Dyeing heels, by agreement, . . . . .	04
Dyeing breasts, natural, on 49 only, by agreement, . . . . .	07
Padding, by agreement, . . . . .	10
Blacking rands, by agreement, . . . . .	04
Veneering heels, . . . . .	08
Bleaching fore parts, . . . . .	0525
Bleaching all over, . . . . .	085
Staining fore parts, . . . . .	18
Staining all over, . . . . .	27
Blacking all over, . . . . .	085
Rolling and brushing, . . . . .	31
Cutting across ball, . . . . .	07
Cutting across round, . . . . .	09
Wheeling at ball, by agreement, . . . . .	0525
Wheeling at breast, . . . . .	045
Pulling lasts, . . . . .	10
Pulling No. 45 last, . . . . .	12
Pulling block lasts, . . . . .	14
Bottom-finishing, straight Louis heel, breast, . . . . .	10
Samples, 1½ price.	
Hour price, \$0.50.	

By agreement of the parties this decision shall take effect from February 25, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### CARPENTERS — FALL RIVER.

On May 6 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between members of the Master Carpenters' and Masons' Association of Fall River and carpenters in their employ. (28)*

Having considered said application and heard the parties by their duly authorized representatives, inquired into the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered all the circumstances,

the Board awards that 75 cents per hour shall be paid by members of the Master Carpenters' and Masons' Association of Fall River for labor performed by carpenters in their employ after May 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### **GROCERY AND PROVISION DEALERS — BROCKTON.**

On May 6 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between members of the Merchants' Association of Brockton and grocery and provision clerks in their employ.* (36)

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that there shall be no change in the hour of opening the stores in the morning and that Tuesday half holidays shall be taken during the months of July, August and September.

The Board recommends that the period of half holidays in any future agreement be extended, and that such extension be uniform throughout the city in the various kinds of retail establishments as being in the interests of the parties and the public.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### **PLUMBERS — WOBURN, WINCHESTER, STONEHAM.**

A controversy between master and journeymen plumbers, both organized, was the subject of conference and negotiation for two and one-half months. On May 12 the mayor of Woburn notified the Board of a strike; on the 14th the selectmen of Winchester gave notice of a lockout; and the parties were induced to submit a joint application for arbitration. When the parties had resumed the inoffensive

attitude which the law requires in case of arbitration, the Board encouraged negotiations which resulted in mutual adjustments towards the end of July.

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#### E. E. TAYLOR COMPANY — BROCKTON.

On May 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and heelers.* (22)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton for the work as there performed:—

HEELING.			
			Per 24 Pair.
Men's shoes: —			
10-8 and lower,	.	.	No change.
Higher than 10-8,	.	.	No change.
Bases for rubber heels,	.	.	\$0 2032
Women's shoes: —			
10-8 and lower,	.	.	2032
Higher than 10-8, including 14-8,	.	.	2613
Higher than 14-8, by agreement,	.	.	2613
Bases for rubber heels,	.	.	2032

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### J. H. WINCHELL & CO., INC. — HAVERHILL.

On May 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., and lasters.* (25)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work

and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill for the work as there performed:—

GOODYEAR LASTING DEPARTMENT.

Operating No. 5 bed machine:—	Per 12 Pair.
Dull black leather:—	
Plain toe, low toe, . . . . .	\$0 30
Plain toe, last No. 32, . . . . .	40
Tipped shoe, low toe, . . . . .	32
Tipped shoe, medium toe, . . . . .	35
Tipped shoe, medium-high toe, . . . . .	39
Tipped shoe, high toe, . . . . .	42
Full grain colored leather, extra, . . . . .	033
Colored side leather or doped leather, extra, . . . . .	033
Hour price, \$0.50.	
Innersole tacking, including trimming and chalking, . . . . .	035
Crowning, per week of 50 hours, \$25.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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BROCKTON TEAMSTERS.

On May 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the members of the Brockton Coal, Hay, Grain, Ice Dealers' and Contractors' Association and team drivers in their employ. (39)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that by provision of Article 7 of the contract existing between the parties, the same continues for one year from March 2, 1919, it being a continuing contract from year to year unless either party desiring a change in its terms gives notice sixty days before March 2 of any year that specified changes be made therein. No such notice was given by either party within the time specified, therefore the contract is still in force and should be kept and performed by the parties thereto unless changed by mutual agreement.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LYNN SHOE MANUFACTURERS.**

On May 22 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and stitchers. (41)*

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that when a condition exists in the operation of stitching which causes the operator to sort out and match the parts to be stitched together, according to numbers, colors, labels or right and left features on any part of the shoe, such matching up shall be deemed an extra operation and be paid for as matchmarking.

By agreement of the parties, this decision shall take effect as of May 6, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LYNN SHOE MANUFACTURERS.**

Edgemakers and members of the Lynn Shoe Manufacturers' Association involved in a controversy submitted the matters to the judgment of this Board in a joint application which was filed on May 28. A hearing was assigned to June 5 but was postponed on request of the parties. On June 13 they notified the Board of a mutual settlement.

**DIAMOND SHOE COMPANY — BROCKTON.**

On June 5 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps in Factory C. (38)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Diamond Shoe Company in Factory C at Brockton for the work as there performed:—

VAMPING.						
						Per 12 Pair.
Regular long vamp:—						
Two-needle machine,	.	.	.	.	.	\$0 3485
One-needle machine:—						
Bal,	.	.	.	.	.	4356
Button,	.	.	.	.	.	4210
Circular vamp:—						
Two-needle machine,	.	.	.	.	.	2323
One-needle machine,	.	.	.	.	.	3194
Blucher:—						
One-needle machine, two-space rows:—						
With bar,	.	.	.	.	.	363
Without bar,	.	.	.	.	.	333

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**ATLAS TACK COMPANY, GEORGE BAKER & SONS, H. C. & W. S. COLE, DIAMOND TACK & NAIL WORKS, D. B. GURNEY COMPANY, HENRY J. MILLER'S SONS, RIPLEY & BARTLETT COMPANY, G. G. ROBERTS CORPORATION, SAMUEL SALMOND & SON, UNITED SHOE MACHINERY COMPANY — BRAINTREE, BRIDGEWATER, DIGHTON, FAIRHAVEN, HANOVER, KINGSTON, RAYNHAM, WHITMAN, WORCESTER.**

On or about June 15, 1919, the journeymen and apprentices of the tackmakers' union and of the Massachusetts branch of the American Federation of Labor sent to their employers a written statement of their desire for uniformity of wage scales and conditions of employment, to go into effect July 1. Finding that no employer was willing to take the lead, they interviewed the officers of the United Shoe Machinery Corporation, one of the largest producers, and on failing to secure a good understanding with that employer applied for the mediation of this Board on July 21 and for arbitration on July 30. The employer would not join in the employees' submission to the judgment of arbitrators; accordingly, the Board, without passing upon the justice of the tackmakers' demands, endeavored to induce the parties to negotiate a mutual adjustment.

The tackmakers had refrained from striking so long as mediation gave hope of agreement either in a direct settlement or in a joint submission to such a settlement as acceptable arbitrators might determine. There was much to warrant such hope. Mediation under the State law affords great latitude in the choice of a tribunal, and has operated with signal success in thousands of controversies since 1886,

especially those of the shoe industry, which takes up a large part of the tack product. But the hope was disappointed and the employers were willing to incur the full responsibility therefor, whatever the event might be.

The tackmakers struck on August 6. The mayor of Brockton notified the Board of a strike in two factories. Elsewhere in a few days the strike spread to about 20 factories, owned or controlled by the greater employers. The Board renewed its efforts to bring the parties into conference, but the employers in one way or another expressed their aloofness. One replied as follows:

We are in receipt of your circular letter of the 12th inst. and in reply would say that the present state of affairs at our factory is such that we cannot meet the union demands. Our men say they are perfectly satisfied with conditions at our factory, but are staying out because of this union order.

At the present time we have a large stock of goods, no orders, and an embargo on freight, so that we are not doing any business.

The output of tacks in the country is much larger than the demand, so that if the price of labor was raised in this section we should be at a great disadvantage with the other tack manufacturers through the country, who are not obliged to meet the demands of union labor.

The response of one of the employers was the first of the kind in the Board's experience; the letter addressed to him was returned intact, marked "Refused."

By September 4 three strike notices were filed by the employees, requesting a public hearing to ascertain which party was mainly responsible or blameworthy for the existence or continuance of the controversy. A hearing on these petitions was given on September 12. Seven employers

appeared or were represented by counsel. The employees claimed that by reason of the manufacturers' refusal of negotiation and of arbitration the tackmakers were left with no recourse but to strike. They still desired peace. The employers claimed a legal right to decline a collective settlement. The Board on closing the hearing advised both parties to stay and endeavor to agree; both assented to the advice and remained for a few minutes, but they dispersed for lunch without agreement and never met again.

While the Board was considering the facts, with a view to responding to the prayer of the petitions, the strikers began to return to work, and in a short time the factories were as full-handed as before.

A dispute arose in the Gurney factory which admits of a peaceful adjustment. The parties have been advised to submit it to the new State Board.

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**SLATER & MORRILL, INC. — BRAINTREE.**

On June 25 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between  
Slater & Morrill, Inc., Shoe Manufacturer of Braintree, and  
vampers. (47)*

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that 42 cents per 24 pair shall be paid by Slater & Morrill, Inc., at Braintree for vamping the "Slamo" vamp, as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LYNN SHOE MANUFACTURERS.**

On June 30 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and Goodyear operators. (17)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following increases shall be paid by the members of the Lynn Shoe Manufacturers' Association to their employees in Lynn for the work as there performed:  $\frac{1}{4}$  of a cent per pair for welting;  $\frac{1}{4}$  of a cent per pair for Goodyear stitching; 10 cents per 100 pair for rounding.

By agreement of the parties this decision shall take effect from December 2, 1918.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**POWERS BROTHERS — BROCKTON.**

On July 1 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Powers Brothers, contractors of Brockton, and laborers. (53)*

Having considered said application, heard the parties by their duly authorized representatives, and investigated the character of the work in question and the conditions under which it is performed, the Board awards that \$24 per week of 44 hours shall be paid by Powers Brothers to laborers employed upon work for the city of Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LYNN SHOE MANUFACTURERS.**

In the matter of the joint application for the arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and 600 heel workers (file No. 23), and as a result of a long investigation with the aid of experts, it appeared best, in view of the evidence thus acquired, for the parties to renew their efforts to agree. Pursuant to the Board's advice, the parties did agree, and the joint petitioners announced the fact in the following letter:—

LYNN, MASS., July 9, 1919.

*The Honorable State Board of Conciliation and Arbitration, State House, Boston, Mass.*

GENTLEMEN:— We, the undersigned, respectfully submit the following copy of agreement:—

The following agreement has been entered into between Heel Workers' Local of the Allied Shoe Workers' Union of Lynn and the Lynn Shoe Manufacturers' Association, Inc., commencing January 1, 1919.

An increase of 12 per cent over the weekly earnings computed on price list existing January 1, 1919. This to run to July 1, 1919.

Seventeen and one-half per cent over weekly earnings computed on price list of January 1, 1919, to run from July 1, 1919, to September 19, 1920.

The prices fixed by the foregoing increases to remain in effect until September 19, 1920, and not to be subject to change or arbitration except by mutual consent.

The heel workers' local agree to withdraw their demand of 20 per cent now before the State Board of Arbitration and notify them to that effect.

CHARLES F. COTTER,  
FRANK C. STETSON,  
ALBION BARTLETT,

*For the Lynn Shoe Manufacturers' Association, Inc.*

CHARLES HARTSHORN,  
ARTHUR B. RANDALL,  
FRANK F. WRIGHT,

*Committee of Local No. 3, Allied Shoe Workers' Union.*

In accordance with the terms of the foregoing, we jointly request to withdraw the application of the heel workers and their employers now pending before the Board.

Very truly yours,

GEO. W. GAGE,

*On the Part of the Employers.*

FRANK J. McDERMOTT,

*On the Part of the Employees.*

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#### **WORCESTER GAS LIGHT COMPANY.**

The employees of the Worcester Gas Light Company struck on June 10. On notice from the mayor the Board went to Worcester and presided at conferences of parties on June 10, 11 and 12, which resulted in the employees returning to work under a written agreement to submit the matters in dispute to this Board. The investigation of wages and conditions of labor at points where similar work is performed was destined to be long. With that understanding it was agreed that the award of the Board should take effect from the day of the strikers returning to work.

On July 24 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Worcester Gas Light Company of Worcester and employees. (49)*

The questions submitted by the parties to the judgment of the Board are:—

What ought to be done or submitted to by either party or by both parties to adjust the dispute?

What are fair prices?

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices be paid by the Worcester Gas Light Company to employees at Worcester for work as there performed:—

	Per Hour.
General foreman, . . . . .	No change.
Department foreman; per week, \$36.	
Coal-gas manufacturing:—	
Machine and front men, . . . . .	\$0 55
Back and furnace men, . . . . .	55
Water-gas manufacturing:—	
Operators, . . . . .	55
Water-gas helpers, . . . . .	50
Scurfers and patcher, . . . . .	52
Crane department, chief repairer, . . . . .	63
Repair department:—	
Mechanics, . . . . .	53
Helpers, . . . . .	47
Operating shift engineers, . . . . .	56
Teamster, . . . . .	47
Crane men:—	
Operators, electric, . . . . .	56
Operators, steam, . . . . .	58
Laborers, . . . . .	46
Boiler firemen, auto stoker, . . . . .	53
Watchmen, . . . . .	46
Telpher operators, . . . . .	47
Carpenters, . . . . .	60
Clerks, works and appliance department, . . . . .	50
Waste-heat boiler attendant, . . . . .	49
Exhauster-tenders and oilers, . . . . .	49
Auto truck drivers, . . . . .	50
Workers in by-products manufacture, . . . . .	48
Emergency car:—	
Chauffeur, . . . . .	51
Repairmen, . . . . .	50
Painters, . . . . .	55
Tar pumbers, . . . . .	50

#### STREET AND APPLIANCE DEPARTMENT.

Street foreman, . . . . .	62
Service foreman, . . . . .	56
Assistant foreman, . . . . .	55
Pipe-layers, . . . . .	50
Joint-makers, . . . . .	53
Street department:—	
Pumper-drip, . . . . .	51
Fitters and jobbers, . . . . .	52
Foreman, appliance department, . . . . .	60
Lamp-trimmers, . . . . .	44

METER-REPAIR DEPARTMENT.	Per Hour.
Meter repairmen, . . . . .	\$0 53
Meter repairmen, helpers, . . . . .	46
Shop foreman; per week, \$32.64.	

The Board further awards that 8 hours shall constitute a day's work; that 48 hours shall constitute a week's work; that all work in excess of 48 hours shall be paid as for "time and one-half;" and that work performed on legal holidays shall be paid as for double time.

Having considered what ought to be done or submitted to by the parties and having examined other elements of the trade agreement which defines their relations, the Board further awards that the following provision shall be a part of said agreement:—

There shall be no strike or lockout. Any dispute relating to wages, hours of labor and working conditions not adjusted through conferences of the parties shall be referred to arbitration, to be determined by the State Board.

By agreement of the parties this decision shall take effect as of the date of returning to work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*Sequel.*

The award responded to every matter jointly submitted for the Board to determine; but the employees made the surprising claim that there were other matters reserved for mutual adjustment. The company denied it and claimed that the cause had been adjudicated. The agents of the union, having acted as with full power, now claimed that their authority was conditioned upon "recognition of the union," and that the strikers had returned to work pending arbitration and pending also "recognition"—a word they explained as tantamount to "closed shop." The employer claimed to have recognized the union sufficiently when joining with its agents in submitting the case to arbitration.

A conference in the presence of the Board's secretary, the city solicitor and the mayor of Worcester was had on

August 11, and adjourned to August 13 at Boston before this Board. No agreement was reached. No issue was formulated to which both parties were willing to subscribe. During the following fortnight the Board mediated, and the parties communicated with one another as a result of mediation.

On August 26 the employees went again out on strike. New hands were hired. There were such street disturbances as are sometimes incidental to a lost strike. The company was already supplying the community with gas and had no difficulty in securing injunctions. The trouble had long since lost the respect due to a labor controversy. At the present writing the strikers are willing to return to work; but the strike has not yet been declared off.

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#### THE D. W. PINGREE COMPANY — LAWRENCE.

On August 1 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between  
The D. W. Pingree Company of Lawrence, and boxmakers. (54)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that The D. W. Pingree Company at Lawrence shall pay to its fitters, its cutters, and its nailers \$25, and to its matchers \$21, per week of 48 hours for work as there performed.

By agreement of the parties this decision shall take effect from July 1, 1919.

As a result of its investigation of plants where wages are computed on a piece basis, the Board is of opinion that this method is profitable alike to employees and employer without excessively taxing physical endurance. The Board recommends that the parties in this case confer for the purpose of adopting piece-price rates.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LAWRENCE LUMBER COMPANY — LAWRENCE.**

On August 1 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Lawrence Lumber Company of Lawrence, and boxmakers.* (55)

Having considered said application, heard the parties by their duly authorized representatives, the Board awards that the Lawrence Lumber Company at Lawrence shall pay to its fitters, its cutters and its nailers \$25, and to its matchers \$21, per week of 48 hours for work as there performed.

By agreement of the parties this decision shall take effect from July 1, 1919.

As a result of its investigation of plants where wages are computed on a piece basis, the Board is of opinion that this method is profitable alike to employees and employer without excessively taxing physical endurance. The Board recommends that the parties in this case confer for the purpose of adopting piece-price rates.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**MEMBERS OF COAL EXCHANGE — BOSTON.**

On August 1 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between members of the Coal Exchange of Boston and coal hoisting engineers.* (73)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards the following:—

**COAL.**

Hoisting engineers: day work, \$38 a week; night work, where two or more shifts are employed, \$40 a week.

Overtime work: week days, time and one-half; Sundays and holidays to be classed as transient work, with the rate of pay awarded for transient engineers.

Eight hours per day except on Saturdays. On Saturdays from November 1 to March 1 work shall cease at 4 o'clock; from March 1 to November 1 work shall cease at 12 o'clock; beginning at 8 A.M.

Transient engineers: per day of 8 hours, \$1.06 $\frac{1}{2}$  per hour; night work, \$1.18 $\frac{3}{4}$  per hour.

Overtime work: week days, time and one-half; Sundays and holidays, \$12 per day, \$14 per night, and time and one-half for overtime.

Other conditions of the 1918 agreement to be continued except as changed by agreement of the parties in conference prior to July 28, 1919.

By agreement of the parties this decision shall take effect from August 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**J. H. WINCHELL & CO., INC.—HAVERHILL.**

On August 5 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and edgetrimmers. (57)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill to edgetrimmers, for the work as there performed:—

Edgetrimming, including jointing:—	Per 12 Pair.
On the last, . . . . .	\$0 35
Off the last, . . . . .	33
Per hour, \$0.75.	

By agreement of the parties this decision shall take effect from June 9, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**CUSHMAN & HÉBERT — HAVERHILL.**

On August 12 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees in the lasting department. (56)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cushman & Hébert at Haverhill for the work as there performed: —

Assembling: —	Per 12 Pair.
Including wetting vamps, . . . . .	\$0 23
Right and left counters, extra, . . . . .	02
Consolidated Hand-method machine operating: —	
Patents, . . . . .	33
All other leathers, . . . . .	30
Lasts Nos. 150 and 152, extra, . . . . .	03
Right and left counters, extra, . . . . .	03
Scroll or monogram tips, extra, . . . . .	03
Pounding, . . . . .	08½
Putting in steel shanks, . . . . .	04
Putting in wood shanks, . . . . .	02½
Heel-filling, . . . . .	02
Putting in steel shanks and heel-filling, done in one operation, . . . . .	05½

By agreement of the parties this decision shall take effect from June 16, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LAST MANUFACTURERS — BROCKTON, ABINGTON,  
STOUGHTON.**

On August 15 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Last Manufacturers of Brockton, Stoughton and Abington and last-scourers. (71)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 5 cents per pair shall be paid by last manufacturers of Brockton, Stoughton and Abington for scouring lasts, as the work is there performed.

By agreement of the parties this decision shall take effect from the day the men returned to work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On August 20 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and Welters. (40)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by L. Q. White Shoe Company at Bridgewater for welting samples, yellow-tag shoes and other work under this grade, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**RICE & HUTCHINS, INC. — ROCKLAND.**

On August 20 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., of Rockland, and edgetrimmers.* (51)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Rice & Hutchins, Inc., at Rockland for edgetrimming salmon-tag shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**REGAL SHOE COMPANY — WHITMAN.**

On August 20 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and woodheel-workers.* (69)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman for work as there performed: —

	Per Pair.
Attaching wood heels on women's turned shoes with sewed seats,	
Louis heels, . . . . .	\$0 36
Attaching wood heels on women's welt shoes, Cuban heel, . . . . .	15

By agreement of the parties, this decision shall take effect from May 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**CHARLESTOWN GAS AND ELECTRIC COMPANY — BOSTON.**

On August 20 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Charlestown Gas and Electric Company of Boston and employees. (80)*

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by the Charlestown Gas and Electric Company to employees in the retort house at Boston for work as there performed:—

	Per Day.
Floor bosses, . . . . .	\$5 20
Machine men, . . . . .	4 80
Firemen, . . . . .	4 80
Furnace men, . . . . .	4 80
Coal trolley men, . . . . .	4 80

By agreement of the parties this decision shall take effect as of date of August 4, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LYNN SHOE MANUFACTURERS**

On August 22 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the members of the Lynn Shoe Manufacturers' Association and woodheel-workers. (46)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following shall be deemed the standard operation:—

Fitting heel, marking and cutting off sole, driving five tacks, fitting heel on top of sole including three prickings, gluing and clamping heel, taking shoe out of clamp, cementing breast and fitting, trimming and making connections, finishing the breast.

The Board further awards that the following prices shall be paid by the members of the Lynn Shoe Manufacturers' Association at Lynn for attaching wood heels, as the work is there performed:—

Standard operation:—	Per Pair.
Welts, full Louis, . . . . .	\$0 20
Turns, full Louis, . . . . .	16
Extras:—	
Tucking under flap, filling cup, wetting and stretching breast, . . . . .	02
Pounding up heelseats and pricking sides, . . . . .	01 $\frac{1}{2}$
Putting two nails in front of heel, . . . . .	00 $\frac{1}{2}$
Cutting front of top-lift, . . . . .	00 $\frac{1}{2}$
Driving nail in top-lift, . . . . .	00 $\frac{1}{2}$
Scraping flap, . . . . .	00 $\frac{1}{2}$
Standard work with all extras, . . . . .	25
Cuban or half Louis heel, . . . . .	12

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### BROCKTON HAY, GRAIN, COAL AND ICE CONTRACTORS.

On August 22 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the members of the Brockton Hay, Grain, Coal and Ice Contracting Association and employees. (76)*

Having considered said application and heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices shall be paid by the members of the Brockton Hay, Grain, Coal and Ice Contracting Association at Brockton:—

	Per Week of 48 Hours.
Single-horse teamsters and all helpers, . . . . .	\$25 50
Double-horse teamsters, . . . . .	25 50
Chauffeurs, . . . . .	27 00

Teamsters and chauffeurs employed on ice wagons are not included in this decision.

By agreement of the parties this decision shall take effect from the date of returning to work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LEONARD & BARROWS — MIDDLEBOROUGH.**

On August 26 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturers of Middleborough, and employees. (44)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awardsthat the following prices shall be paid by Leonard & Barrows at Middleborough to the employees in the sole-leather and stock-fitting departments for work as there performed: —

	Per Week.
Cutting outsoles, . . . . .	\$30 00
Sorting outsoles, . . . . .	30 00
Cutting insoles, . . . . .	27 36
Cutting taps, . . . . .	22 50
Sorting insoles, . . . . .	27 36
Casing outsoles, . . . . .	25 92
Cutting top-pieces, . . . . .	24 00
Cutting lifting, . . . . .	22 08
Skiving outsoles, . . . . .	20 00
Reducing shanks, . . . . .	22 08
Heel-compressing, . . . . .	21 08
Compressing top-lifts, . . . . .	21 08
Grading outsoles, . . . . .	13 50
Casing insoles, . . . . .	22 08

By agreement of the parties this decision shall take effect from May 9, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**EASTERN MASSACHUSETTS STREET RAILWAY COMPANY.**

On September 5 the following report was made:—

*In the matter of the Eastern Massachusetts Street Railway Company and employees.*

The Board, having notice that a strike of employees of the Eastern Massachusetts Street Railway Company was, on August 27, seriously threatened, proceeded to consider the matter on August 28 in accordance with the law that when it has knowledge that a strike or lockout is seriously threatened or has actually occurred, it shall as soon as may be communicate with employer and employees and endeavor by mediation to obtain an amicable settlement.

From the oral and written statements offered by the parties before the Board on August 28 and 29, it appears that in June the parties joined in a submission to arbitration, an increase in wage being the question in dispute. It was determined by the National War Labor Board on August 12. All evidence in support of or in opposition to a change in wage was excluded, except that purporting to show the cost of living. Wages paid in similar lines of industry in the locality and the earning capacity of the company were disregarded.

That the National War Labor Board did exclude such evidence is not sufficient justification for the employees to resort to a strike. This Board has no right or authority to review the proceedings of the War Labor Board or its award in this case without the consent by written application to this Board, signed by both the Eastern Massachusetts Street Railway Company and its employees.

The parties, having by agreement submitted the question in dispute to the National War Labor Board, are bound to abide by the terms of the award for six months unless changed by agreement.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LUKE W. REYNOLDS COMPANY — BROCKTON.**

On September 8 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and edgemakers.* (48)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Luke W. Reynolds Company at Brockton for edgetrimming and edgesetting as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**JOSEPH M. HERMAN SHOE COMPANY — MILLIS.**

On the occasion of a strike on September 8 for higher wages in the lasting department of the Joseph M. Herman Shoe Company's factory, work ceased in other departments and 19 vamps while out, resolved not to return to work without a substantial increase. The demand was for one cent a pair increase. The Board persuaded all hands to return to work pending arbitration, which they did, excepting some non-English-speaking agitators.

A joint application for an award of vamping prices was received from the parties but not any from the lasters. In a few days the factory was operating in a normal fashion; a disturbing element had gone elsewhere. The vamps and lasters were not disposed to contend for higher wages and the petition for arbitration was placed on file.

**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On September 16 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers.*  
(37)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by L. Q. White Shoe Company at Bridgewater for edgetrimming, except that where knifing is performed on any grade 12 cents per 24 pair extra shall be paid.

By agreement of the parties this decision shall take effect as of May 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**ARMSTRONG TRANSFER COMPANY — BOSTON.**

On September 18 the following decision was rendered:—

*In the matter of an application for arbitration of a controversy between the Armstrong Transfer Company of Boston and chauffeurs.* (84)

This application relates to a claim for damages to a traveling bag and its contents, made by the Armstrong Transfer Express Company against Henry F. West, an employee.

Having considered said application and heard the parties by their duly authorized representatives, the Board decides that the company should not be reimbursed by said employee for the damages incurred.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**GEORGE E. COFFIN SHOE COMPANY — LYNN.**

On September 18 the following decision was rendered:—

*In the matter of an application for arbitration of a controversy between the George E. Coffin Shoe Company of Lynn and employees. (89)*

This application submits a claim of employees that Fred Dorr should receive the increase in wages granted by the employer to employees in the heelng department on July 15, 1919.

Having considered said application and heard the parties by their duly authorized representatives, the Board decides that Fred Dorr should not receive from the George E. Coffin Shoe Company in Lynn the increase granted on July 15.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**CHARLESTOWN GAS AND ELECTRIC COMPANY — BOSTON.**

On September 24 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between the Charlestown Gas and Electric Company and laborers. (91)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 50 cents an hour, or \$4 a day of 8 hours, shall be paid to laborers in Charlestown by the Charlestown Gas and Electric Company. For overtime work and work on Sundays and holidays the pay shall be at the rate of time and one-half; no reduction shall be made in the wages now received by any employee for a day's work.

This decision shall take effect as of August 4, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between the Charlestown Gas and Electric Company and electric linemen and cablemen. (92)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$5.50 per day of 8 hours shall be paid by the Charlestown Gas and Electric Company

in Charlestown to electric linemen and cablemen. For overtime work and work on Sundays and holidays their pay shall be at the rate of time and one-half.

By agreement of the parties this decision shall take effect as of August 4, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### RICE & HUTCHINS, INC. — MARLBOROUGH.

On September 26 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and lasters in the Curtis Factory at Marlborough. (81)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 20 per cent increase in the piece prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the following items of work as there performed in the lasting department:—

Pulling-over men's shoes, all grades: dull leather; high-toed dull leather; russet or patent colt; high-toed russet or patent colt; plain-toed; samples.

Pulling-over boys' shoes, all grades: dull leather; high-toed dull leather; plain-toed; samples.

Operating No. 5 bed machine, men's shoes, all grades: dull leather, plain-toed; colored leather, plain-toed; patent leather, plain-toed; dull leather, low-toed with box; colored leather, low-toed with box; patent leather, low-toed with box; dull leather, medium-toed with box; dull leather, high-toed with box; colored leather, high-toed with box; patent leather, high-toed with box.

Operating No. 5 bed machine, boys' shoes, all grades: low-toed black, colored or patent leather. Medium-toed black or colored. High-toed black or colored.

The Board awards per 12 pair of long counter, 8 cents extra, and per 12 pair of cushion insole, 8 cents extra.

By agreement of the parties this decision shall take effect from June 16, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**EMERSON SHOE COMPANY — ROCKLAND.**

On September 26 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and cutters. (93)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Emerson Shoe Company at Rockland for the work as there performed: —

Cutting two grades of shoes out of one skin: no extra except on purple-tag grade, which shall be 10 per cent extra.

Cutting three grades of shoes out of one skin (other than purple-tag grade): one-half cent a pair extra.

No change in the classification of black vici; No. 85, Dungan, Hood & Co. Brazilian skin: three-quarters of a cent per pair extra.

Cutting less than 36 pair, no change; dies to be brought to the cutter at his bench.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and vamps. (99)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Emerson Shoe Company at Rockland for the work as there performed: —

	Per 24 Pair.		
	Purple Tags.	Tags of Other Colors.	White Tags.
<b>VAMPING.</b>			
No. 14 bal, two rows, single-needle, . . . . .	\$1.75	\$1.55	\$1.45
No. 17 pattern, three rows, single-needle, . . . . .	1.80	1.62	1.49
Tuxedo Blucher, two rows, single-needle, . . . . .	-	-	1.12

By agreement of the parties this decision shall take effect as of August 18, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

On September 29 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and edgemakers.* (58)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Emerson Shoe Company at Rockland for edge-making, as the work is there performed on white-tag shoes:—

	Per 24 Pair.
Edgetrimming, . . . . .	\$0 695
Edgesetting, two settings, . . . . .	625

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and levelers.* (100)

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that 5 cents per

24 pair, plus all percentages, shall be paid by the Emerson Shoe Company at Rockland for opening shanks while shoes are on the leveling machine, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### BROCKTON SHOE MANUFACTURERS.

On September 29 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between T. D. Barry Company of Brockton and edgesetters.* (59)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by T. D. Barry Company at Brockton for setting the edges on shoes of the second grade, one and two settings, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Brockton Co-operative Boot and Shoe Company of Brockton and edgemakers.* (60)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by the Brockton Co-operative Boot and Shoe Company at Brockton for edgetrimming and edgesetting, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Condon Brothers Company of Brockton and edgemakers. (61)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by Condon Brothers Company at Brockton for edgetrimming and edgesetting, two settings, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company, Factories Nos. 2 and 3, of Brockton, and edgemakers. (62)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by the Diamond Shoe Company in Factories Nos. 2 and 3 at Brockton for edgetrimming and edgesetting, one setting, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Howard & Foster Company and edgetrimmers. (63)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by Howard & Foster Company at Brockton for trimming edges on men's and women's shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Killory-Corcoran Company of Brockton and edgemakers. (64)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by Killory-Corcoran Company at Brockton for edgetrimming and edgesetting, one setting, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company of Brockton and edgesetters. (65)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by C. S. Marshall Company at Brockton for edge-setting, two settings, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between M. A. Packard Company of Brockton and edgesetters. (66)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by M. A. Packard Company at Brockton for edge-setting, two settings, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company of Brockton and edgetrimmers.*  
(67)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by Whitman & Keith Company at Brockton for trimming edges on shoes of the Glenwood XX grade, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company, Factories Nos. 1, 3 and 5; Diamond Shoe Company, Factories Nos. 1, 2 and 3; Fred F. Field Company, Factories Nos. 1 and 2 and women's work; E. E. Taylor Company; Howard & Foster Company; T. D. Barry Company, Factories Nos. 1 and 2; Charles A. Eaton Company; A. E. Little Company; Condon Brothers Company; M. A. Packard Company, Factories Nos. 1 and 2; C. S. Marshall Company; Churchill & Alden Company; Farnum Factory; Preston B. Keith Company; Whitman & Keith Company; George E. Keith Company, Factories Nos. 1 and 2; Brockton Co-operative Boot and Shoe Company; Thompson Brothers, Inc.; Killory-Corcoran Company, and Bion F. Reynolds, of Brockton, and edgemakers in their employ.* (68)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by the above-named employers at Brockton for trimming and setting edges on samples and single pairs, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BROCKTON GAS LIGHT COMPANY — BROCKTON.**

On September 29 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Brockton Gas Light Company and employees. (88)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Gas Light Company to employees in Brockton for work as there performed:—

	Per Hour.
Water-gas operators, . . . . .	\$0 58
Water-gas helpers and fire cleaners, . . . . .	52
Coal-gas makers, . . . . .	58
Coal-gas fire cleaners, . . . . .	55
Boiler firemen, . . . . .	5833
Coal passer, . . . . .	52
Conveyor men, . . . . .	55
Yard men, . . . . .	47
Watchmen, . . . . .	47
Repair men, . . . . .	55, 60
Outside repair men, jointers, . . . . .	52
Laborers, . . . . .	47

During the term of the contract entered into by the parties, present and future employees shall be hired by the week and paid by the week. A week shall consist of 48 hours, 8 hours on six days. The employees shall have off in each week one whole day of 24 hours. In each week as many employees shall be given Sunday off as can be spared, having regard to the nature and safe conduct of the employer's business; the rest of the employees shall be permitted to have off one whole day in each week. The employer shall arrange a schedule whereby, during the course of six months, each employee will have off an equal number of Sundays, so far as the nature and safe conduct of the employer's business will permit. The working day of the following employees shall consist of 8 consecutive hours: coal-gas makers, boiler firemen, water-gas operators and watchmen. The working day of all other employees mentioned in the agreement shall consist of 8 hours in 9 consecutive hours, with an intermission of 1 hour for dinner. Overtime work shall be paid for at the rate of time and one-half per hour.

The following agreement was entered into by the parties:

*Agreement*, made this 5th day of September, as of August 8, 1919, by and between the Brockton Gas Light Company of Brockton, Massachusetts, hereinafter styled the employer, and the International Brotherhood of Stationary Firemen and Oilers for Local 47 of Brockton, Massachusetts, hereinafter styled the union.

**ARTICLE I.** The employer agrees to hire as water-gas operators, water-gas helpers and fire cleaners, coal-gas makers, coal-gas fire cleaners, boiler firemen, coal passers, conveyor men, yard men, watchmen, repairmen and outside repairmen, members of the union only, in good standing, and further agrees not to retain any worker in its employment after receiving notice from the union that such worker is objectionable to the union, either on account of being in arrears for dues or disobedience of the rules or laws of the union. It is agreed, however, that when the Brockton Gas Light Company employs men in any of the above capacities, the Brockton Gas Light Company is at liberty to employ any men it may desire, but it is understood that such men shall become members of Local 47 within fourteen days. This does not include foremen.

**ARTICLE II.** The employer agrees that there shall be no discrimination against any member of the union because of his activity in union affairs.

**ARTICLE III.** The employer agrees not to lockout his employees while this agreement is in force.

**ARTICLE IV.** The employer agrees that any officers of the union may visit the employees on the employer's premises at any time.

**ARTICLE V.** The hours of labor shall be 48 hours a week; yard men's conditions to remain as at present.

**ARTICLE VI.** There shall be no strike or lockout. Any dispute relating to wages, hours of labor and working conditions not adjusted through conferences of the parties shall be referred to arbitration, to be determined by the State Board.

**ARTICLE VII.** This agreement shall remain in force until July 1, 1920. Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party one month before the expiration of this agreement; and if such notice is not given, the agreement shall continue in force for another six months, and so on from six months to six months until such notice is given.

By agreement of the parties the wages awarded shall take effect as of August 8, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**HUDSON UPPER COMPANY — HUDSON.**

On September 30 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Hudson Upper Company of Hudson and stitchers.* (86)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following increases shall be paid by the Hudson Upper Company at Hudson to employees in the stitching department: 10 per cent of prices in vogue on August 27, to take effect from that date; and 20 per cent of prices in vogue on August 27, to take effect from October 22, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**R. H. LONG COMPANY — FRAMINGHAM.**

Prices for cutting, vamping and lasting shoes in the factory of R. H. Long Company in Framingham were submitted to the Board's judgment on October 8. A joint application as prescribed by law was not perfected until October 23, when it was filed. A hearing was promptly given. Experts named by the parties to assist in the Board's investigation have not as yet reported.

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**STACY-ADAMS COMPANY — BROCKTON.**

On October 10 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and Goodyear welters.* (75)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work

and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board award is that 8 cents a pair shall be paid by Stacy-Adams Company in Brockton for welted cork-soled shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### OPTICAL WORKERS — BOSTON.

On October 16 the following report was made: —

*In the matter of the labor trouble in the optical trade of Boston.*

Certain officers and a committee of the unemployed men and women, members of the Optical Workers' Union of Boston, and the employer who presides in the opticians' association, testified at a public hearing given by this Board on October 9. It appeared that the Boston Optical Company had discharged a workman of approved skill and capacity because of his membership in said union; that the Andrew J. Lloyd Company had discharged a worker solely because she held office in said union; that other employees were individually and collectively advised by their respective employers to resign at once from the union or resign from their jobs; that these acts of discrimination were the cause of a cessation of work with some of the characteristics of a strike, which extended to the shops of other members of said association.

Relative to present intentions, it also appears that while the unemployed optical workers express no grievance and make no demand, but, on the contrary, proffer assurances and guarantees of their pacific intentions in their willingness to work for the members of the association, the employers express a conviction that the union would trespass in some way not proved as the reason why they are resolved to employ none of its members.

Having heard both parties and considered their unchanged attitude, and having in view all the circumstances, the Board finds that the said members of the opticians' association, the former employers of the men and women in interest, are mainly responsible for the existence of the controversy and for its continuance.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.**

On October 17 four applications, jointly signed by Weber Brothers Shoe Company of North Adams and representative employees in the principal departments, were filed. A hearing was to be given on the 23d when, notices having been received that agreements had been reached as to the prices of labor and that nothing remained except to determine the date on which the change should take effect, — a matter which might become the subject of a new application, — the Board suspended action.

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**E. E. TAYLOR COMPANY — BROCKTON.**

On October 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and heelers. (72)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by E. E. Taylor Company at Brockton for the following items of work as there performed: —

Heeling men's shoes: —

Bases for rubber heels.

Heeling women's shoes: —

10-8 and lower.

Higher than 10-8, including 14-8.

Bases for rubber heels.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On October 16 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (78)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company at Bridgewater to employees in the lasting department for work as there performed:—

Assembling (by agreement):—	Per 24 Pair.
Shoes with white tags, . . . . .	\$0 299
Shoes with yellow tags, . . . . .	359
Side-lasting by hand, . . . . .	597
Long counters, extra:—	
Assembling, . . . . .	24
Side-lasting, . . . . .	24
Crowning, per week, \$29.	
Cobbling, per week, \$29.	

By agreement of the parties this decision shall take effect as of June 23, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**STACY-ADAMS COMPANY — BROCKTON.**

On October 28 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (79)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices

shall be paid by Stacy-Adams Company in Brockton for the work as there performed:—

Treeing colored Cordovan shoes:—	Per 24 Pair.
Clean, wash with naphtha, gum with sponge, chalk (chalk in bag), rub out marks with stick, apply one coat of Cordovan polish and remove from tree, . . . . .	\$1 81
Second coat of Cordovan polish, including extra jacking, . . . . .	23

By agreement of the parties this decision shall take effect from the date of the introduction of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY,  
KILLORY-MORIARTY COMPANY, E. E. TAYLOR COMPANY — BROCKTON.**

The agents of the Brockton Shoe Manufacturers' Association and the lasters' union submitted on October 30 four applications for the determination of a dispute about an agreement bearing date of June 21, 1919, and affecting lasting prices in five factories. During the proceedings the Board endeavored to induce the parties to agree, but they preferred to have the prices determined through an investigation by the Board aided by the designated experts. The experts are out at the present time. The awards in these cases will claim the attention of the new Board.

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**DIAMOND SHOE COMPANY — BROCKTON.**

On October 31 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company of Brockton and ironers. (87)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work

and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the Diamond Shoe Company shall pay \$27 per week of 48 hours for ironing shoes that have been lasted, as such work of ironing is performed in its bottoming room at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### **E. E. TAYLOR COMPANY — BROCKTON.**

On October 31 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (95)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the E. E. Taylor Company of Brockton shall pay to employees in the finishing department for work as there performed the same relative increase over the prices paid on August 4 as was agreed on that day to be paid by the members of the Brockton Shoe Manufacturers' Association.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BROCKTON SHOE MANUFACTURERS — BROCKTON.**

On October 31 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Condon Brothers Company, Churchill & Alden Company, W. L. Douglas Shoe Company, Diamond Shoe Company, Charles A. Eaton Company, Fred F. Field Company, Howard & Foster Company, Killory Moriarty Company, George E. Keith Company, P. B. Keith Shoe Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers, Inc., A. E. Little Company, Whitman & Keith Company, of Brockton, and cutters. (97)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers in Brockton for the work as there performed:—

	Per Week, 48 Hours.
Shoe cutters, sorters and leather sorters, . . . . .	\$43 20
Cloth-lining cutters, . . . . .	38 20
Top cutters, . . . . .	32 50

By agreement of the parties this decision shall take effect as of November 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.**

On October 31 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and shoe workers. (139)*

This application submits a claim of employees for a percentage of wages from September 1, 1918, to April 7, 1919. Having considered

said application and heard the parties by their duly authorized representatives, the Board decides that there is no back pay due to the employees of Weber Brothers Shoe Company at North Adams.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### **A. J. BATES COMPANY — WEBSTER.**

A controversy on prices for pulling-over in the lasting department of the A. J. Bates Company's shoe factory at Webster was the subject of a joint application filed November 5. Hearing was assigned several times and postponed at the request of one or both parties three times. The controversy is still pending.

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#### **EMERSON SHOE COMPANY — ROCKLAND.**

On November 6 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and heelshavers. (94)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that  $17\frac{1}{2}$  cents per 24 pair shall be paid by the Emerson Shoe Company in Rockland for shaving rubber heels, white-tag grade, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

### NORTHAMPTON STREET RAILWAY COMPANY.

On November 6 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Northampton Street Railway Company and employees.*  
(146)

Having considered said application, heard the parties by their duly authorized representatives, and investigated the character of the work in question and the conditions under which it is performed, the Board awards that the following wages shall be paid by the Northampton Street Railway Company to employees:—

Blue-uniform men:—	Per Hour.
First 3 months, . . . . .	\$0 44
Next 9 months, . . . . .	49
Thereafter, . . . . .	54
Painter, . . . . .	50
Machinist and armature winder, . . . . .	65
Pitman, . . . . .	45
Lineman, . . . . .	45
Headlight and general utility man, . . . . .	38
Controller and repair man, . . . . .	48
Painter's helper, . . . . .	40
Blacksmith, . . . . .	45
Night carhouse man, . . . . .	35
Track greasers, . . . . .	28 <sup>1</sup>
Teamster, . . . . .	35

By agreement of the parties this decision shall take effect from June 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

### *Sequel.*

When the foregoing award reached the parties they discovered that they had omitted some items of labor from their joint submission and that the earnings of the track-greaser had been incorrectly stated. A new controversy

<sup>1</sup> See *Sequel.*

arose, which was the subject of negotiation for nearly a month. A ruling on the following items ended the dispute:—

1. For such work as linemen's helpers do on this road, 40 cents an hour.
2. For such work as has been performed by Walter Monks, \$3.75 per day of nine hours.
3. The clerical error of the submission of the item of track-greasing shall be corrected as follows:—

The company shall pay to its track-greasers 38 cents an hour.

As in the first portion of this award, these prices shall take effect as of June 1, 1919.

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#### LYNN SHOE MANUFACTURERS.

On November 6 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and stitchers. (82)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association at Lynn for the work as there performed:—

Sewing on pearl or glass rivet buttons:—	Per 100.
Reece or Peerless machine, . . . . .	\$0 03
Singer machine, . . . . .	04

By agreement of the parties this decision shall take effect as of July 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association and stitchers. (83)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 10 holes to the inch, or more than 10, shall constitute a fine perforation, for which a price of one-third extra shall be paid.

By agreement of the parties, this decision shall take effect from the date of the inception of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**WILLIAMS-KNEELAND COMPANY — BRAINTREE.**

On November 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Williams-Kneeland Company, shoe manufacturer of Braintree, and cutters. (74)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Williams-Kneeland Company at Braintree for the work as there performed:—

	Per Week, 48 Hours.
Shoe cutters and sorters, . . . . .	\$43 20
Cloth-lining cutters, . . . . .	38 20
Top cutters, . . . . .	32 50
Cutting leather linings; marking linings; putting up linings; matching up work; punching tips and pinking; cutting trimmings by hand; marking vamps for tips; matchmarking and casing up work: 25 per cent increase.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**SLATER & MORRILL, INC.—BRAINTREE.**

On November 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturers of Braintree, and cutters. (77)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Slater & Morrill, Inc., at Braintree, for the work as there performed:—

	Per Week, 48 Hours.
Shoe cutters and sorters, . . . . .	\$43 20
Cloth-lining cutters, . . . . .	38 20
Top cutters, . . . . .	32 50
Cutting leather linings; marking linings; putting up linings; matching up work; punching tips and pinking; cutting trimmings; marking vamps for tips; matchmarking and easing up work: 25 per cent increase.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**WEBER BROTHERS SHOE COMPANY—NORTH ADAMS.**

On November 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and lasters. (85)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Weber Brothers Shoe Company at North Adams for the work as there performed:—

	Per 12 Pair.
Tacking innersoles by machine and trimming by hand, . . . . .	\$0 04½
Assembling: —	
Regular work, . . . . .	15
Samples, 1½ price.	
Operating pulling-over machine: —	
Regular work, . . . . .	18
Samples, 1½ price.	
Side-lasting: —	
By hand, . . . . .	2468
By machine, . . . . .	14
Samples, 1½ price.	
Operating No. 5 bed machine: —	
Regular work, . . . . .	44
Samples, 1½ price.	
Last-picking, . . . . .	No change.
Slipping boxes, extra, . . . . .	03
Odd shoes or samples, 1½ price.	
Cobbling or crowning, \$24 per week.	
Forty-eight hours to constitute a week's work; overtime work to be at the rate of 1½ price.	

By agreement of the parties this decision shall take effect as of August 22, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**GEORGE E. KEITH COMPANY — BOSTON.**

On November 13 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and lasters in Factory No. 9 in Boston. (98)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company in Factory No. 9, Boston, for the work as there performed: —

	Per Week.
Operating No. 5 bed machine, . . . . .	\$33 00
Side-lasting:—	
Regular work, . . . . .	30 25
Samples, . . . . .	33 00
Crowning, . . . . .	30 25

By agreement of the parties this decision shall take effect as of September 8, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**RICHARDS & BRENNAN COMPANY — RANDOLPH.**

On November 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Richards & Brennan Company, shoe manufacturer of Randolph, and lasters. (105)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Richards & Brennan Company at Randolph for the work as there performed:—

Operating bed machine (with or without box):—	Per 12 Pair.
Dull leathers, . . . . .	\$0 5619
Colored leathers, except Cordovan, . . . . .	62
Colored Cordovan, . . . . .	6215
Black Cordovan, . . . . .	6215
Patent leathers, . . . . .	No change.
High toes, . . . . .	No change.
Samples and single pairs, 1½ price.	

By agreement of the parties, this decision shall take effect as of September 15, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**RICE & HUTCHINS, INC. — MARLBOROUGH.**

On November 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and assemblers in the Curtis Factory. (136)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 4 cents per 12 pair more than for Vulce boxes shall be paid by Rice & Hutchins, Inc., in the Curtis Factory, at Marlborough, for shellacking sole-leather or felt boxes as the work is there performed.

By agreement of the parties this decision shall take effect as of September 19, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**CHARLESTOWN GAS AND ELECTRIC COMPANY — BOSTON.**

On November 17 the following decision was rendered:—

*In the matter of the application for arbitration of a controversy between the Charlestown Gas and Electric Company and employees. (90)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following wages shall be paid by the Charlestown Gas and Electric Company in Boston for the work as there performed:—

	Per Hour.
Engineers, . . . . .	\$0 63
Firemen on boilers, . . . . .	60
Watchman (12 hours' work), . . . . .	40

By agreement of the parties, this decision shall take effect from August 4, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**W. L. DOUGLAS SHOE COMPANY — BROCKTON.**

An application from the W. L. Douglas Shoe Company and employees engaged in shifting racks was filed on November 18; but a private settlement was effected in a few days.

**LEWIS A. CROSSETT, INC. — ABINGTON.**

On November 26 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and vamps in Abington. (144)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Lewis A. Crossett, Inc., in Abington, for the work as there performed:—

Vamping men's shoes, Factory No. 1:—	Per 12 Pair.
Single-needle work:—	
No. 315 Blucher, with or without bar, . . . . .	\$0 443
No. 356 Blucher, with or without bar, . . . . .	433
No. 309 bal, . . . . .	4684
Double-needle work, No. 309 bal, . . . . .	3813

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BROCKTON SHOE MANUFACTURERS — BROCKTON.**

On November 28 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and sole-fasteners. (111)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work

and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by T. D. Barry Company at Brockton, in Factories Nos. 1 and 2, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 60
Rounding, . . . . .	No change.
Stitching:—	
White stitch, . . . . .	62
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and sole-fasteners. (112)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	No change.
Rounding, . . . . .	No change.
Stitching, . . . . .	\$0 72

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and sole-fasteners. (113, 114)*

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company, at Brockton, for the work as there performed:—

Ralston Factory:—		Per 24 Pair.
Welting:—		
Extra-grade shoes, .	· · · · ·	\$0 58
Other grades, .	· · · · ·	No change.
Rounding:—		
Extra-grade shoes, .	· · · · ·	32
Other grades, .	· · · · ·	No change.
Stitching:—		
White stitch,	· · · · ·	72
Fudge stitch, .	· · · · ·	No change.
Farnum Factory:—		
Welting, .	· · · · ·	No change.
Rounding, .	· · · · ·	No change.
Stitching:—		
White stitch,	· · · · ·	60
Fudge stitch, .	· · · · ·	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Condon Brothers & Co., shoe manufacturers of Brockton, and sole-fasteners. (115)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Condon Brothers & Co., at Brockton, for welting, rounding and stitching, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and sole-fasteners. (116)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for the work as there performed:—

## Factory 1:—

													Per 24 Pair.
Welting,	.	.	.	.	.	.	.	.	.	.	.	.	No change.
Rounding,	.	.	.	.	.	.	.	.	.	.	.	.	No change.
Stitching:—													
White stitch,	.	.	.	.	.	.	.	.	.	.	.	.	\$0 60
Fudge stitch,	.	.	.	.	.	.	.	.	.	.	.	.	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and sole-fasteners.*  
(117)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton for the work as there performed:—

## Factory 1:—

													Per 24 Pair.
Welting,	.	.	.	.	.	.	.	.	.	.	.	.	No change.
Rounding,	.	.	.	.	.	.	.	.	.	.	.	.	No change.
Stitching:—													
White stitch,	.	.	.	.	.	.	.	.	.	.	.	.	\$0 64
Fudge stitch,	.	.	.	.	.	.	.	.	.	.	.	.	No change.

## Factory 3:—

Welting,	.	.	.	.	.	.	.	.	.	.	.	.	50
Rounding,	.	.	.	.	.	.	.	.	.	.	.	.	25
Stitching:—													
White stitch,	.	.	.	.	.	.	.	.	.	.	.	.	60
Fudge stitch,	.	.	.	.	.	.	.	.	.	.	.	.	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and sole-fasteners.*  
(118)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-

matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	No change.
<b>Rounding:—</b>	
Grades 1 and 2 and extra grade, . . . . .	No change.
Grade 3, . . . . .	\$0 25
<b>Stitching:—</b>	
Extra grade, . . . . .	No change.
Grade 1:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.
Grade 2:—	
White stitch, . . . . .	66
Fudge stitch, . . . . .	No change.
Grade 3:—	
White stitch, . . . . .	64
Fudge stitch, . . . . .	60

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and sole-fasteners. (119)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company in Brockton for the work as there performed:—

Welting, . . . . .	No change.
<b>Rounding, . . . . .</b>	<b>No change.</b>
<b>Stitching, white stitch:—</b>	
First grade, . . . . .	\$0 70
Second grade, . . . . .	64
<b>Stitching, fudge stitch, . . . . .</b>	<b>No change.</b>

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Fred F. Field Company, shoe manufacturer of Brockton, and sole-fasteners. (120)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Fred F. Field Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 60
Rounding, . . . . .	30
Stitching:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and sole-fasteners. (121)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Howard & Foster Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 61
Rounding, . . . . .	No change.
Stitching:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and sole-fasteners. (122)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company, at Brockton, for the work as there performed: —

Factory No. 1:—	Per 24 Pair.
Welting, . . . . .	No change.
Rounding, . . . . .	No change.
Stitching, white stitch:—	
Extra-grade shoes, . . . . .	No change.
Blue-tag grade, . . . . .	. . . . . \$0 72
White-tag grade, . . . . .	. . . . . 64
Stitching, fudge stitch, . . . . .	No change.
Factory No. 3:—	
Welting, . . . . .	No change.
Rounding, . . . . .	No change.
Stitching, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and sole-fasteners. (123)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Preston B. Keith Shoe Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Welting, . . . . .	. \$0 64
Rounding, . . . . .	. . . . . 2904
Stitching:—	
White stitch, . . . . .	. . . . . 70
Fudge stitch, . . . . .	. . . . . 60

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and sole-fasteners. (124)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Killory-Moriarty Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Welting, . . . . .	\$0 48
Rounding, . . . . .	24
Stitching: —	
White stitch, . . . . .	58
Fudge stitch, . . . . .	56

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between the Liberty Shoe Company of Brockton and sole-fasteners. (125)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Liberty Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Welting, . . . . .	No change.
Rounding, . . . . .	No change.
Stitching: —	
White stitch, . . . . .	\$0 65
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and sole-fasteners. (126)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. E. Little Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 65
Rounding, . . . . .	No change.
Stitching:—	
White stitch, . . . . .	72
Fudge stitch, . . . . .	70

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and sole-fasteners. (127)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Charles E. Lynch Shoe Manufacturing Company to employees at Brockton for work as there performed:—

	Per 24 Pair
Welting, . . . . .	\$0 64
Rounding, . . . . .	2904
Stitching:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and sole-fasteners. (128)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 64
Rounding, . . . . .	2904
Stitching:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	60

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and sole-fasteners. (129)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by M. A. Packard Company in Factories Nos. 1 and 2, at Brockton, for the work as there performed:—

	Per 24 Pair.
Welting, . . . . .	\$0 64
Rounding, . . . . .	No change.
Stitching:—	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and sole-fasteners. (130)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Bion F. Reynolds, at Brockton, for welting, rounding and stitching as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer, and sole-fasteners. (131)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Stacy-Adams Company at Brockton for welting, rounding and stitching as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and sole-fasteners. (132)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. E. Taylor Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Welting, . . . . .	\$0 54
Rounding, . . . . .	No change.
Stitching: —	
White stitch, . . . . .	62
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Thompson Brothers, Inc., shoe manufacturer of Brockton, and sole-fasteners. (133)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers, Inc., at Brockton, for the work as there performed: —

	Per 24 Pair.
Welting, . . . . .	No change.
Rounding, . . . . .	No change.
Stitching: —	
White stitch, . . . . .	\$0 72
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

*In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and sole-fasteners. (134)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company to employees in Brockton for work as there performed: —

	Per 24 Pair.
Welting, . . . . .	\$0 64
Rounding, . . . . .	2904
Stitching: —	
White stitch, . . . . .	70
Fudge stitch, . . . . .	No change.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

On November 29 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Brockton Shoe Manufacturers and vampsers.* (96)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid in Brockton for the work as there performed in the factories of T. D. Barry Company, Diamond Shoe Company, Condon Brothers & Co., Brockton Co-operative Boot and Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Emerson Shoe Company, Fred F. Field Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1 and 3), Killory-Moriarty Company, A. E. Little Company, C. E. Lynch Shoe Company, C. S. Marshall Company, M. A. Packard Company (Factories Nos. 1 and 2), Bion F. Reynolds, Stacy-Adams Company, Thompson Brothers Company, E. E. Taylor Company and Whitman & Keith Company: —

Vamping: —	Increase per 12 Pair.
Bluchers, . . . . .	\$0 03
Other shoes, . . . . .	04
Third row, halfway or all around, . . . . .	02½
Outside backstay when stitched on a cylinder machine, . . . . .	02
Per week, \$35.	
Per hour, broken time: at the rate of \$35 per week.	

In the following factories \$0.0435 per 12 pair, extra, shall be paid for vamping Cordovan: T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Condon Brothers Company, Churchill & Alden Company, Farnum Factory, Diamond Shoe Company, W. L. Douglas Shoe Company, Howard & Foster Company, Preston B. Keith Shoe Company, C. S. Marshall Company, M. A. Packard Company (Factories Nos. 1 and 2), and E. E. Taylor Company.

In the following factories \$0.029 per 12 pair shall be paid for holding in tongues: T. D. Barry Company, Condon Brothers Company, Diamond Shoe Company, Churchill & Alden Company, Farnum Factory, Charles A. Eaton Company, M. A. Packard Company (Factories Nos. 1 and 2), Thompson Brothers Company, Whitman & Keith Company.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LEWIS A. CROSSETT, INC. — ABINGTON.**

On November 29 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and treers. (107)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in Factory No. 2 at Abington, for work as there performed upon women's shoes:—

TREEING.

	Per 12 Pair.
Patent leather and enamel (cleaned),	No change.
Patent leather and enamel with patent tops (cleaned and ironed all over),	\$0 70
Patent leather and enamel with vici, mat, kangaroo or leather of like nature (cleaned and ironed all over),	70
Patent leather Oxford with whole patent-leather quarters (cleaned, when ironed all over),	70
Vici and glazed kangaroo, vamps and tops (cleaned and ironed all over),	475
Vici, chrome and kangaroo with colored leather tops (cleaned and ironed all over),	475
Box calf, kangaroo, black oil, Centaur and chrome waterproof (cleaned),	24
Smooth chrome calf or any stock of like nature (vamps and tops cleaned, when ironed all over),	40
Smooth chrome calf or any stock of like nature (cleaned, marks out),	32
Wax calf, Manila calf and Cordovan, palm finished,	70
Russia and colored leathers of like nature (marks out, cleaned and polished),	60

	Per 12 Pair.
Colored vici and kangaroo (cleaned, polished, and ironed all over), .	\$0 475
Single pairs and samples, 1½ price.	
Lots of 3 pair or under, 1½ price.	
Ironing tops on high shoes when not stated above, by agreement, .	0871
Ironing tops on Oxfords when not stated above, by agreement, .	0871
Ironing vamps when not stated above, by agreement, . . .	0871
Included in above prices: boning out dents and marks; boning out stains; extra washing; extra cleaning of shellac; extra coat of polish; extra coat of filler.	

The Board finds that "treeing or ironing tongues, flat" and "treeing colored Cordovan," specified in the submission, are items of labor that are not performed in this factory.

By agreement of the parties this decision shall take effect on December 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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#### GEORGE E. KEITH COMPANY — BOSTON.

On June 26 a joint application was received from George E. Keith Company and cutters employed in the Boston factory No. 9. The employer requested expert investigation, a fact which was made known to the employees. Before sending in their nominations of experts for appointment as assistants to the Board, and while considering what factories might be cited in verification of their contentions, as places where similar work was performed, a conference was brought about which resulted in an agreement. The Board, on being informed thereof, congratulated the parties and placed the application on file (70).

**RICE & HUTCHINS, INC.—MARLBOROUGH.**

On October 15 an application for the arbitration of prices for jointing in the factory of Rice & Hutchins, Inc., at Marlborough, was filed (137). The jointers requested expert investigation, a fact which was made known to the company. Before sending in their nominations of experts for appointment as assistants to the Board, and while considering what factories might be cited in verification of their contentions as places where similar work was performed, a conference was brought about which resulted in a mutual adjustment. The Board, on being informed thereof, congratulated the parties and placed the application on file.

On November 13 a joint application for the arbitration of wage rates of inseam trimmers employed in this factory was filed (153). The parties, it would seem, have acquired a tendency to negotiate which ought to be encouraged. There are indications of a possible agreement; but the supervision of the matter passes to the new Board.

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**STACY ADAMS COMPANY—BROCKTON.**

The matter of a joint application received from Stacy Adams Company of Brockton and employees in the lasting department was to be heard on November 26, but the parties requested a postponement which was granted, and the disposal of the case now devolves upon the next Board (155).

**MEDIATION.**

When knowledge is had of a threatened or actual lock-out, strike or other labor trouble, the Board approaches the parties with propositions of peace, having first inquired with a view to ascertaining the course most practical, in the circumstances. In most of the strikes of 1919 the settlements conformed as sequels to the informal and hasty adjustments of the war period. Some were protracted by reason of the employer's hope to escape from such precedents. The high cost of business and the high cost of living were in opposition. The employees had spokesmen who lacked the power to settle—a fact which often complicated the open-shop question.

The Board presided at 27 conferences of parties and gave 11 hearings with a view to conciliation. Agreements were reached in 29 instances. Five disputes were referred to private arbitrators. Mutual adjustments were effected in other cases according to the Board's advice. The Board offered its services as mediator in 512 interviews and communications.

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**NORMALITY CERTIFICATES.**

Chapter 347 of the Acts of 1914, as amended by chapter 89 of the General Acts of 1916, and chapter 251 of the General Acts of 1918, provides for the employer's application to this Board for a determination of the question whether a business once involved in a strike, lockout or other labor trouble has resumed its usual course. Twenty-seven applications for certificates of normality were received. The Board certified in 15 cases that the business "is being carried

on in the normal and usual manner and to the normal and usual extent" by the Aetna Mills, Watertown; Bay State Stamping Company, Worcester; Beacon Motor Car Company, Boston; Boston Overall and Coat Company; M. J. Collins, Boston; Connell & McKone Company, Boston; J. Frank Cutter, Cambridge; Greene Brothers & Co., Boston; Robert Harrison Company, Boston; Hastings & Shoen, Springfield; W. B. Keen & Son, Malden; George W. McNear, Brookline; M. W. Quinlan, Brookline; Superior Millinery Company, Boston; Union Foundry Company, Fitchburg.

Eight applications were dismissed on ascertaining that there had been no strike, lockout or other labor trouble. Action is suspended in two instances, the troubles to which they relate becoming the subject of court proceedings. Two others are pending.

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#### PRIVATE ADJUSTMENT.

An award dated October 8 was forwarded to this Board by a local umpire. While not the decision of a board constituted according to the provisions of the labor law, it is deemed worthy of the insertion which follows:—

*In the matter of arbitration of a controversy between the Worcester Consolidated Street Railway Company and employees.*

Upon consideration of the evidence produced and the contentions made by the parties in interest, it appears that the question at issue is whether Edward J. Reagan of Leominster, Mass., was discharged by the street railway company or voluntarily left his position.

The only evidence on this point is the conversation between Mr. Burgess and Mr. Reagan. This conversation, while undisputed, nevertheless furnishes a sound basis for two constructions, directly opposite in understanding and effect. It seems clear from the facts in evidence that on the first day of the controversy neither Mr. Reagan nor Mr.

Burgess considered that a final termination of the relation of employer and employee had been effected. This is shown by the efforts of both parties throughout Friday afternoon and night to get in communication with each other.

Undoubtedly, Mr. Reagan was hasty in leaving the company's office. Apparently Mr. Burgess also erred by failing to be sufficiently explicit and by allowing Mr. Reagan to assume that he had been discharged. Finally, the employees contributed their share to the difficulty by a strike which inconvenienced the public and the company by tying up traffic on the street railway. This is the more unfortunate inasmuch as the strike took place without any sanction from the officers of the International Association of the Street Carmen's Union.

All parties to this controversy agree that Mr. Reagan has been a faithful and efficient employee for ten years; that he has never given the company any cause for dissatisfaction; and that the present difficulty arose entirely over a dispute concerning the amount of compensation Mr. Reagan should receive.

Both contentions are correct in so far as they represent the understandings of the respective parties, but there is no evidence to show conclusively that a clear meeting of the minds had taken place. The parties in interest have shown a commendable spirit in submitting this case to arbitration. The friendly relation of employer and employee should not be disturbed, nor should any one be penalized because of a situation which arose through no deliberate fault of any person concerned, but was rather the result of a pure misunderstanding.

Having in mind the interests and rights of all parties concerned, Mr. Reagan should be reinstated in his former position without loss of compensation for the period covered by this controversy. This I consider the most equitable solution of the entire controversy, and I find accordingly.

JAMES F. COBURN,  
*Local Arbitrator.*

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#### LOCAL ARBITRATION.

The parties to any controversy may resort to any form of arbitration. The Board knows of but one industrial controversy that has been adjusted by the special temporary tribunal constituted according to and complying with the labor law. The Acts of 1909, chapter 514, section 14, pro-

vides that a labor dispute may be referred to the judgment of a local board of conciliation and arbitration, of three members, each party choosing one and the two so chosen choosing the third. Such board may seek the assistance of the State Board, and with respect to the matter referred to it shall have all the State Board's powers and exclusive jurisdiction. Its decision shall be filed with the clerk of the city or town who in turn shall forward a copy thereof to the State Board. If local arbitration should ever become popular, it is conceivable that such powers, vested in a board having no tradition to respect and no responsibility to consider, might easily be put to a misuse that, fortunately, has not thus far been exemplified.

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The foregoing annual report is

Respectfully submitted,

STATE BOARD OF CONCILIATION  
AND ARBITRATION.

BERNARD F. SUPPLE,

*Secretary.*

DECEMBER 1, 1919.



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